

Project EuropeAid/137898/DH/SER/TM

“Support for Public Administration Capacity Building in Turkmenistan”

Beneficiary	The Academy of Civil Servants of Turkmenistan
Financing Programme	EuropeAid
Contract	EuropeAid/137898/DH/SER/TM Publication date of the contract notice 08/04/2016 Contract number 2016/376-794
Total project value	EUR 4 064 000
Duration of the project	48 months
Main objective of the project	<p>The overall objective of the project is to modernise, in line with international and European standards, the know-how and skills of the Turkmen Public Administration by building up the capacity of the institutions responsible for the training and professional development of civil servants.</p>
Target groups	<p>The primary beneficiary and the main partner of the project will be the Academy of Civil Servants.</p> <p>Other key stakeholders and partners will be the higher education and research institutions such as</p> <ul style="list-style-type: none">• The Institute for State and Law,• The Institute of Democracy and Human Rights,• The Institute of International Relations of the Ministry of Foreign Affairs of Turkmenistan,• The Turkmen State University. <p>Additional partner institutions can be identified by the project team during the inception phase.</p>
Main activities	<p>Component 1. Institutional development: enhanced institutional and coordination capacities of the Academy of Civil Servants</p> <ol style="list-style-type: none">Improve training cycle management procedures with a particular focus on training needs assessment and training quality assurance. In particular, develop a training needs assessment methodology, design a manual on its application and pilot-test the training needs assessment methodology in cooperation with 2-3 state bodies. Develop a training quality assurance system and support the Academy and other training institutions in its implementation;Train relevant staff of the state bodies in the implementation of training needs assessment and training quality assurance mechanism;Develop Academy’s website and e-resource centre;

d. Organise training activities for the Academy's staff both in Turkmenistan and abroad to provide them with knowledge of the best European practices in public administration reform and improving their professional knowledge and skills in the training cycle management as well as in core training areas;

e. Support the Academy in establishing partnerships with professional networks, participating in their activities and partnering with civil service training institutions in other countries.

Component 2. Capacity building: strengthened capacities of the Academy of Civil Servants, other training institutions and state bodies to provide demand-driven training

a. Conduct a comprehensive training needs analysis to identify the learning objectives, content and main topics for the development of new training programmes and modules;

b. Develop and implement comprehensive training programmes and modules in priority training fields both horizontal and thematic.

Horizontal training could cover (non-exhaustive list):

i. Training programme in modern public administration (including policy making, coordination and regulation, public service management, and civil service ethics). In the development of this programme the Contractor shall ensure a close cooperation between the Academy and the Institute of International Relations and the Institute for State and Law;

ii. Training programme in management competences (including leadership, strategic management, budget management, communication and negotiations and others);

iii. Training programme in human resource management;

iv. Training module in e-governance. In the development of this module the Contractor shall ensure a close cooperation between the Academy and the Institute of International Relations as well as the State University;

v. Training modules in local governance issues (in cooperation with the State Law Institute).

Thematic training would cover (non-exhaustive list):

vi. Training modules in selected legal issues in cooperation with the Institute for State and Law, the Institute of International Relations, the Institute of Democracy and Human Rights, the State University (themes and topics to be decided based on the training needs assessment conducted in cooperation with the above-mentioned institutions);

vii. Training module in human rights (the Academy and the Institute of Democracy and Human Rights will jointly develop this module);

viii. Training modules in international relations and diplomacy

subjects (the Academy and the Institute of International Relations will jointly develop this module);

ix. Training module in public sector economy.

c. Develop, translate and publish training and resource materials for all new training programmes and modules;

d. Design and conduct training of trainers course for each training programme/module to provide the trainers with both substance-related knowledge and modern training methodology;

e. Pilot-test the training programmes/modules, evaluate and certify the trainers and support the Academy and other training institutions in the implementation of the trainings;

f. Develop and implement distance learning (e-learning and/or CD based) solutions for selected training programmes/modules;

g. Train at least 100 civil servants from personnel management and other relevant departments of state bodies and local governments in human resource management and human resource development issues.

Result 1. Institutional development: enhanced institutional and coordination capacities of the Academy of Civil Servants:

- Result 1.1. Training cycle management procedures improved and implemented
- Result 1.2. Website, e-learning and e-resource center developed and functional
- Result 1.3. Enhanced professional capacities of the Academy's staff and other training institutions

Expected results

Result 2. Capacity building: strengthened capacities of the Academy of Civil Servants, other training institutions and state bodies to provide demand-driven training

- Result 2.1. Curricula for needs-oriented training programmes and modules developed and piloted
 - Result 2.2. Training and resource materials developed, translated and published for all developed training programmes and modules
 - Result 2.3. Pool of trainers trained for each training programme and module
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