



TRAINING PUBLIC ADMINISTRATION AND PUBLIC MANAGEMENT IN CIVIL SERVICE IN FINLAND

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Main contents

- Finnish civil service and civil service training
- HAUS Finnish Institute of Public Management
- Main themes of public administration training
- Main themes in management training
- HAUS Management training programmes
- Training methods
- eLearning and its development
- Future challenges



FINNISH CIVIL SERVICE AND CIVIL SERVICE TRAINING

- Open system of civil service
- State civil servants (central, regional, local levels)
- Local self-government
- Good educational background of civil servants
- Training as right and obligation
- Substance training under responsibility of each organisation, horizontal themes to all civil servants

HAUS FINNISH INSTITUTE OF PUBLIC MANAGEMENT

- Finnish civil training institute since 1971
- Training for state level civil servants on horizontal topics
- Supporting the government of Finland in public sector reforms, close co-operation with the ministries, agencies and state regional and local offices
- Steered by the Ministry of Finance
- Representing Finland in EU-network
- Working actively internationally, e.g. involved in 34 EU Twinnings



MAIN THEMES OF PUBLIC ADMINISTRATION TRAINING

- Human resource management
- Public finances
- Law drafting
- EU affairs
- Public procurement
- Good governance
- Civil service ethics
- Communication and presentation skills
- Customer service



HAUS MANAGEMENT TRAINING PROGRAMMES

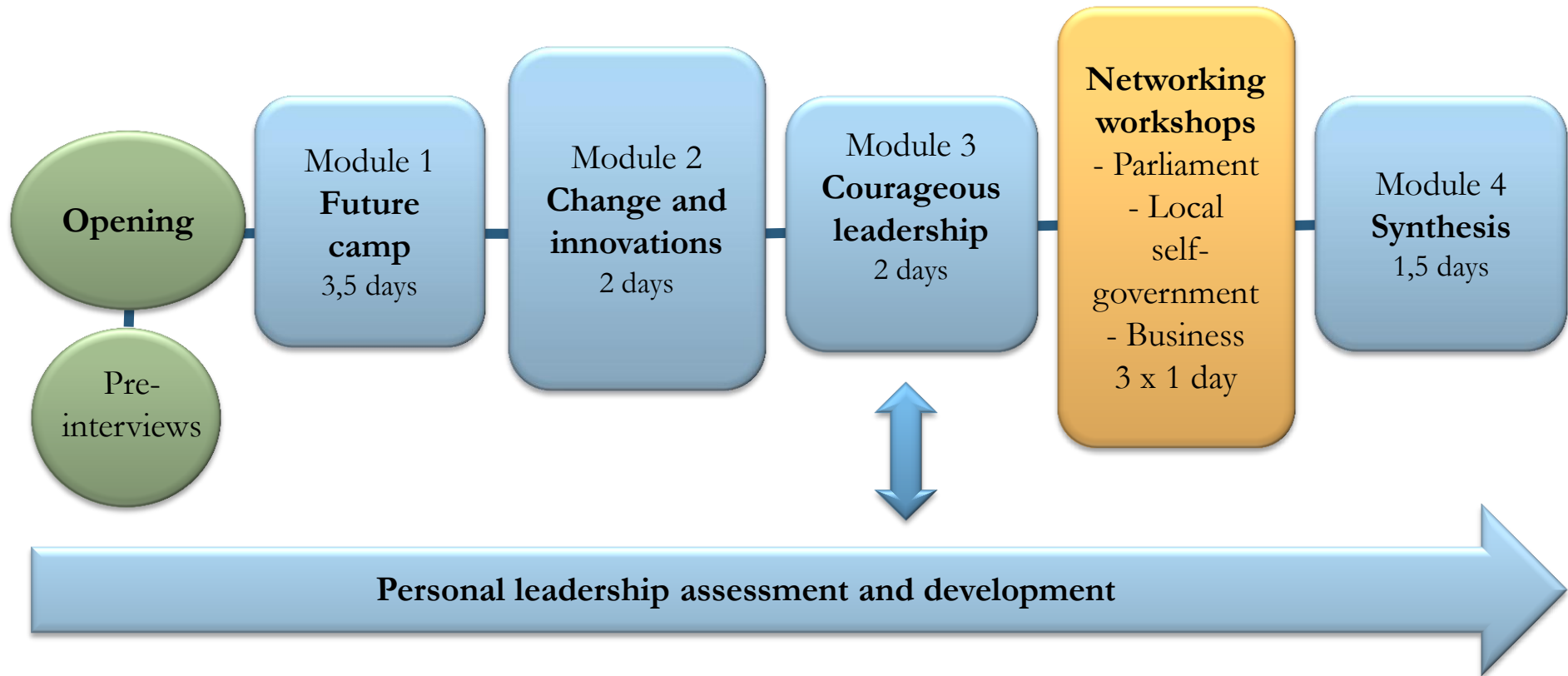


GOVERNMENT'S FUTURE LEADERS PROGRAMME

- Objectives
 - Strengthening professional management culture and strategic skills
 - Strengthening joint values of public management
 - Advancing new administrative culture, change and sensibility towards the future
 - Advancing horizontal outlook and networking
- Target group
 - Immediate subordinates to the top managers
 - Newly appointed top managers



PROGRAMME STRUCTURE



STUDY METHODS

- Presentations
 - Group works
 - Cases
 - Exercises
 - Coaching
 - Leadership/personality assessments
 - Literature studies
 - eLearning elements
 - Sharing experiences and best practices
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- Interaction
 - Close link to one's own working environment
 - Close link to working community development
 - Personal development plans



DEVELOPING E-LEARNING AT HAUS

- Part of Government's Digitalization Programme
- Long experience in e-learning and several e-learning solutions
- Main aims for the present project:
 - Improve the effectiveness of civil service training Enable quick trainings (e.g. new legislation) throughout the whole administrations)
 - Achieve cost savings
 - Promote continuous learning with the aid of digital solutions
- Building a common platform for all civil servants



FUTURE CHALLENGES

- Rapidly changing surroundings
- Also changing training needs
- Time pressures
- New civil servants with new background and new kinds of expectations
- Importance of international discussions





THANK YOU FOR YOUR
ATTENTION!

KIITOS!



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