

Assessment Report 1

Training Needs of Departments of Data Producing Units

1. Data Producing Unit *Country* *Organization* *Department*
Kenya **CSO** **Human Resources**

The Department **30** permanent staff members. Of these **10** are **20** are male.

The Department **51** non-permanent staff members. Of these **21** are **30** are male.

Last Year **4** professional Staff Members left the department for various

2 New Professional Staff Members would be needed for the next 3 years. Details of Staff requirements may have been indicated in Comments of Departments.

Main (Centralized) Activities for next 3 years (Subject Activities may be indicated in further below in Comments)

Organize Capacity Building Programme for CSO
Exchange of Professional Staff with East African Community
Subject Department Performance Measurement

Main Strengths of Department (More detailed Strengths may be indicated in further below in Comments)

High Statistical Capacity
High Teoretical Background

Main Weaknesses of Department (More detailed Weaknesses may be indicated in further below in Comments)

Deficits in Group Management
Deficits in Change Management
Deficits in Evaluation of Subject Department Performance

Training by Activity

Year:				
2009				
2010				
Activity:	Training Name:	T_NrV:	Training Name:	T_NrV:
Measure Performance of Subject Departments	Measure and Evaluate	365	Change Management	362
	WS Performance of Subject Departments	363		

Training Details by Year

TrN	Training Name:	TrainingSubject:	Activity:	Staff Nr	TrgDays	Type of Training:	Priority:	Year:
36 2	Change Management	Prepare Departments for Internal Changes and New Demands	Measure Performance of Subject Departments	15	5	Regional Training	Very High	2010
36 3	WS Performance of Subject Departments	Measure Performance of Subject Departments by Quality Control	Measure Performance of Subject Departments	20	3	In-house Consultants External	Very High	2009
36 5	Measure and Evaluate	Techniques to Measure and Evaluate Performance	Measure Performance of Subject Departments	2	5	In-house Consultants Local	High	2009

At a Glance: ASTRA: a Management Information System on Statistical Training – MIS-ST

1. Why ASTRA?

Eurostat, the Statistical Office of the European Communities, has initiated the development of a Management Information System on Statistical Training (MIS-ST) with the objective to enhance the effectiveness of statistical trainings in the ACP countries (Africa, Caribbean and Pacific).

The main reason behind the decision to develop such a management tool was the fact that active experience in statistical development and training over years, as well as exchange with countries and evaluations, have shown that there is a redundant difficulty to identify clearly and to monitor systematically the demand for statistics related training at the level of the NSI but also at the level of the NSS.

Hence the goal of the ASTRA development is to put together the demand of statistics-related trainings by linking all actors of the NSS involved in a process that starts by the description of the NSS at the country level and ends with the demand of training at the level of each department of each organisations involved in the NSS.

Each training requested by a department must be linked to objectives to reach at the level of the NSS.

A first version of the management toolbox (MIS-ST, Access database) was developed containing three tools:

- The assessment reports that are information and decision making tools for the NSIs, other statistical producers in NSS, regional organisations, donors and statistical training centres.
- The Access database (ASTRA), basically considered as an input tool, generating the assessment reports and feeding the decision making process.
- The handbook describes the MIS-ST system and provides instruction

Training Comments

T_NrV:	Training Name:	Comment:
362	Change Management	Prepare Departments for Internal Changes and New Demands
365	Measure and Evaluate	Learn quantitative techniques to measure professional performance. Introduce qualitative techniques to measure professional performance. Combine the two
363	WS Performance of Subject Departments	Measure Performance of Subject Departments by Quality Control. This should result in regular performance comparisons. Quality Assessment procedures will be comparable among different Departments

