



# Civil servants capacity building in the context of state reforms in the Kyrgyz Republic

ASTANA-2018

# CONDITIONS OF PUBLIC ADMINISTRATION DEVELOPMENT

Instead of traditional Soviet administrative system installed a new administrative system with old mispoints

**HIGH LEVEL OF CORRUPTION**

## CONDITIONS OF PUBLIC ADMINISTRATION DEVELOPMENT

- Presidential election 2017 ...
- NSDS 2018-2040 identified as: «...Current level of professionalism, competence and personal values of certain state and municipal servants not appropriate to established requirement...»
- «The Year of Regional development in the Kyrgyz Republic»
- «Administrative territorial reforms» (sustainable development through development of regions)

# REASONS FOR IMPROVING OF CAPACITY BUUILDING

- Current level of capacity, including educational background;
- The results of performance appraisal;
- The results of training needs assessment and definition of main barriers (obstacles) in capacity building;
- Influence of implemented upgrading actions (training courses) for quality of decision making;
- Identification new needs in capacity strengthening and skills upgrading for professional and personal development.

# VISION OF CAPACITY BUILDING OUTPUTS

Organizational culture oriented for capacity strengthening

Keep balance between all parties (servants, employer and provider)

Concentrated on human resources needs, rather than system needs

Based on team building.

Adequate time and resources for training and other upgrading

Culture stopping capacity strengthening

Absent

Concentrated mainly on system needs

Based on individuality

All kind of limitation for personal development

# TARGET & DIRECTIONS FOR CAPACITY BUILDING

- Target:

- Increasing state body competitiveness through upgrading of civil servants potentials...

- Directions:

- Professional development - New skills through professional development program;

- Personal development - Leadership, personal management skills and others...

# CURRENT SYSTEM FOR CIVIL SERVANTS CAPACITY BUILDING

- State order from government through SPS;
- Public tender for local Universities;
- International & Donor Organizations;
- State body professional courses.

# ACADEMY OF PUBLIC ADMINISTRATION UNDER THE PRESIDENT OF THE KYRGYZ REPUBLIC



Is the only educational and research institution in the country in the field of training and re-training of state and municipal servants of Kyrgyz Republic established by the President of the Kyrgyz Republic



# MISSION



The Academy aims at the formation of the new generation of civil servants able to:

- ❖ develop, implement, monitor and evaluate public policies;
- ❖ identify, formulate, analyze and solve problems,
- ❖ make strategic and operational planning,

- ❖ think critically,
- ❖ compete in the marketplace,
- ❖ accept new experience,
- ❖ maintain an open dialogue.

# EDUCATIONAL PROGRAMS IN THE ACADEMY OF PUBLIC ADMINISTRATION UNDER THE PRESIDENT OF THE KYRGYZ REPUBLIC

1

HIGHER SCHOOL OF ADMINISTRATION

2

BACHELOR'S PROGRAM

3

MASTER'S PROGRAM

4

THE DISTANCE LEARNING PROGRAM

5

DEPARTMENT "STATE AND MUNICIPAL  
MANAGEMENT, POLITICAL  
TECHNOLOGIES, MANAGEMENT AND  
ECONOMY"

# INSTITUTE FOR RESEARCH OF PUBLIC ADMINISTRATION DEVELOPMENT

- Analytical support of state bodies, implementation of joint research and other projects;

- Conducting researches within the state order, request of state bodies and organizations;

- Development of strategic documents for the development of state bodies and reforms;

- Analysis of the quality and accessibility of public services



# HIGHER COURSES OF ADMINISTRATION AND MANAGEMENT

- ❖ Implementation of courses for training, retraining for active civil servants, organization of seminars, round tables, etc.;
- ❖ Realization of the state order for training state and municipal servants;
- ❖ Issue of certificates by successfully trained civil and municipal servants based on the assessment of acquired knowledge and skills;



# DEPARTMENT OF EDUCATION AND SCIENCE

- ❖ Development of basic standards, requirements and tools for improving the academic, academic and academic activities of the Academy;
- ❖ Formation of analytical materials on quality problems and formation of education;
- ❖ Development of scientifically grounded basic requirements for educational, research activities of the Academy;
- ❖ Organization and provision of modern information and library services for the Academy

**"STRONG PERSONNEL - STRONG COUNTRY!  
BECOME USEFUL TO YOUR COUNTRY! "**

---



**THANK YOU  
FOR YOUR ATTENTION!**

**КОШ КЕЛИҢИЗДЕР!  
WELCOME TO KYRGYZSTAN!**

