

SAMOA

PUBLIC ADMINISTRATION SECTOR COORDINATION UNIT
OFFICE OF THE PUBLIC SERVICE COMMISSION

“Brief presentation on the type of curricula of training programs currently offered and its linkage to the SDG goals”

The curricula currently offered for civil servants

PSC Trainings;

- ▶ ½ day trainings (9am - 12.30/1.00pm) from Monday to Friday (1week)
- ▶ Training schedules/programs for the Financial Year is prepared and distributed to government Agencies before the start of the FY and also throughout
- ▶ Government Agencies provide nominations and a limit of around 25 trainees per training session (space limitations)
- ▶ If the number of nominated trainees exceed limit, a second week is prepared for the other trainees
- ▶ Trainees that successfully complete the course and the mandated attendance of 4 out of 5 days are awarded a Certificate - locally recognized by the Samoa Qualifications Office (Samoa)

Cont...

Trainings offered by PSC in partnership with other Agencies and partners;

1. Executive Development Program (Take the lead) - A program currently provided for by the Human Resource Development Division of the Public Service Commission in partnership with the University of New England. Targets Senior Executive level (CEO/ACEO and Principals)

- ▶ Trainees will be awarded a Certificate recognized by the University of New England. Focuses on leadership skills.
- ▶ Duration of 1 week courses - 1st part of programs completed in June 2018, 2nd part is currently ongoing this week

2. Partnership with the Education Sector's (National University of Samoa) Samoa In Country Training Program (SICTP) - covers both generic and technical skills - conducted by both overseas and local based trainers;

Key Topics covered and relation to SDGs

- ▶ PSC Trainings - Generic skills such as report writing, time management, research and analysis, customer service skills, coping with stress
- ▶ Other trainings offered with assistance from partners as mentioned before allows PSC to offer more technical programs
- ▶ In short - current trainings offered by PSC are not directly linked to the SDGs. As mentioned earlier trainings are mostly on basic/generic skills
- ▶ However there are other trainings opportunities offered by other agencies that are linked to the SDGs e.g. UNDESA and SBS/MOF policy and data integration workshop, SBS and UNDESA training on collecting and analyzing poverty statistics
- ▶ PSC trainings can be linked indirectly to strengthening governance by way of building capacities of senior executives

What works and what doesn't work in changing mindsets and behaviour of civil servants

- ▶ No 1 size fits all for Samoa - 14 different sectors, grouped based on the similarity of services provided;
- ▶ Be cautious of cultural and social aspects;
- ▶ More likely to take ownership/responsibility if they are aware of the link between their jobs and how it contributes to the achievement of national and international goals
- ▶ Consistency - continuous awareness raising programs through the media and government programs
- ▶ Education and awareness at a young age (in primary school level) - as mindsets and behaviour seem harder to change when the person is older.
- ▶ Guarantee of reward - not necessarily money but personal satisfaction based on personal ambitions (i.e. environmentalist, equal rights or human rights advocate?)



FAAFETAI !