



DEVELOPING TRAINING STRATEGY QUESTIONNAIRE

NALAS WORKSHOP:

*“ROLE OF LG ASSOCIATIONS IN TRAINING DELIVERY TO
LOCAL AUTHORITIES”*

Skopje, March 6 - 7, 2008

Purpose of the questionnaire

- To compare experiences
- To identify best practices
- To identify main challenges



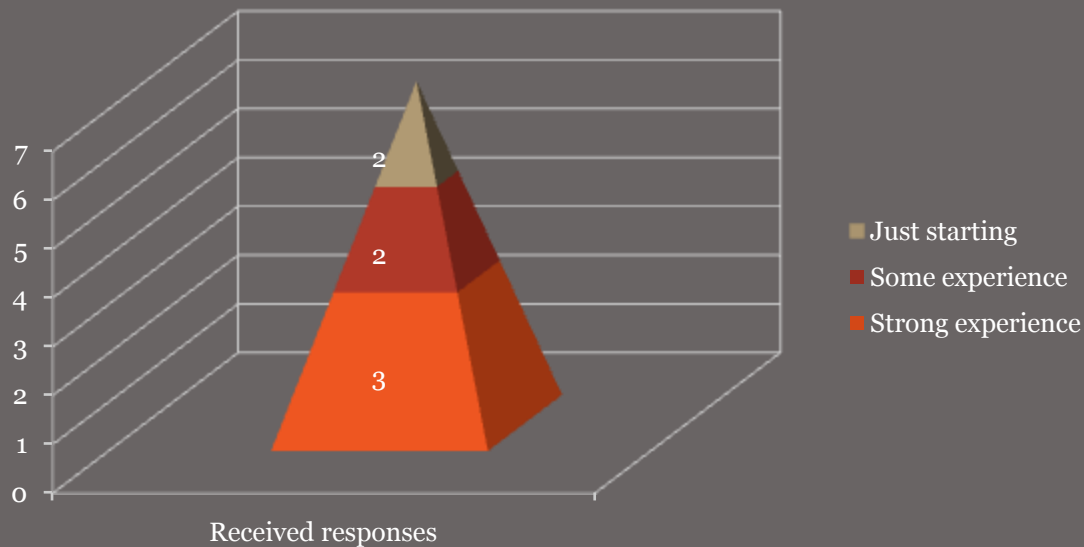
Structure of the questionnaire

- **National Training Strategy**
- **Training Delivery**
- **Training Capacities**
- **Financing**

- *Good and Bad Experiences*
- *Questions*



Associations that answered the questionnaire

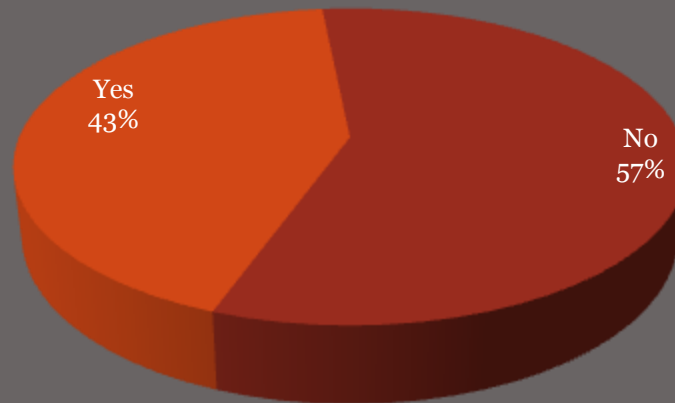


In total: 7 out of 12 associations replied



FINDINGS

Is the training for local government regulated by law?



3 yes

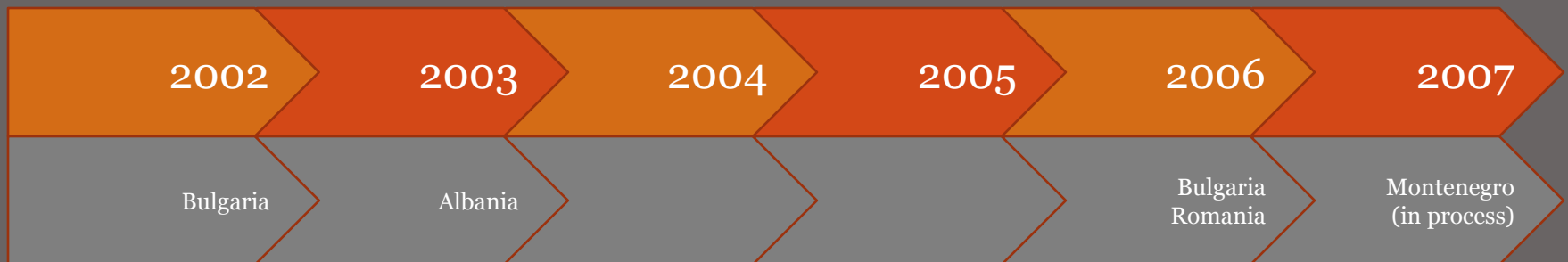
- Romania
- Macedonia
- Montenegro

4 no

- Bulgaria
- Serbia
- Republic Srpska
- Albania



National Training Strategy



- Central government, governmental training institution
- Associations partially/fully involved
- In 2 countries, with support of Council of Europe



When do you conduct training needs assessment?



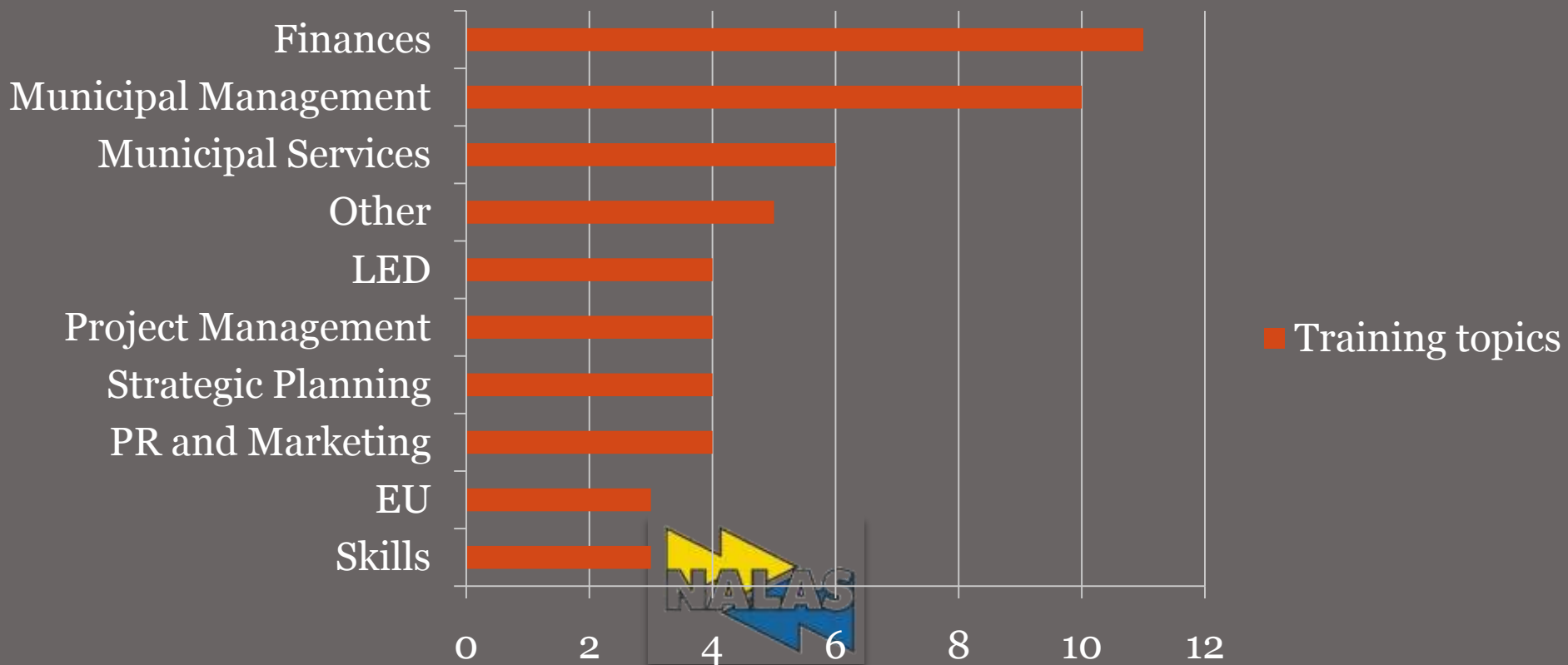
- **On regular basis - 3**
(NAMRB, ALVRS – based on training evaluations;
AAM – once in 3 years)
- **Not regularly – 4**
FALR (2005), SCTM (Feb 2007), ZELS (Apr 2007), UOM (Oct 2007)
- **Never done – 0**



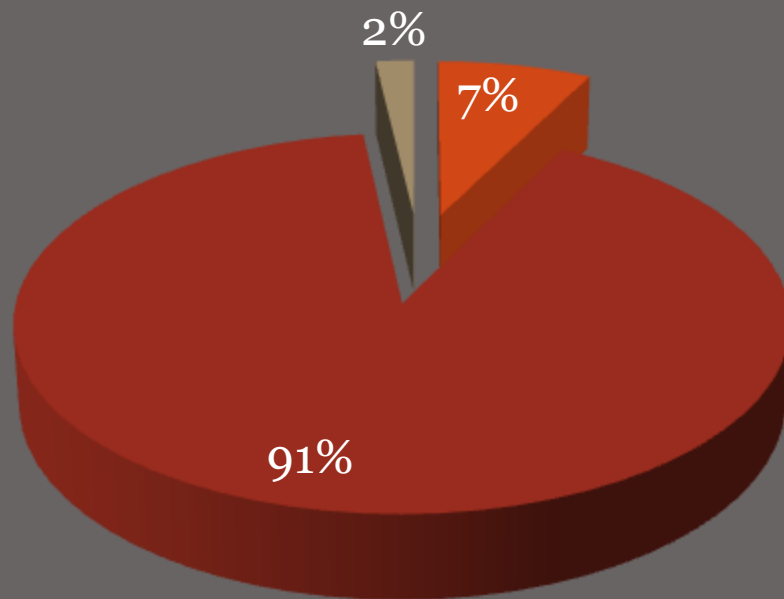
Training topics

54 in total

Training topics



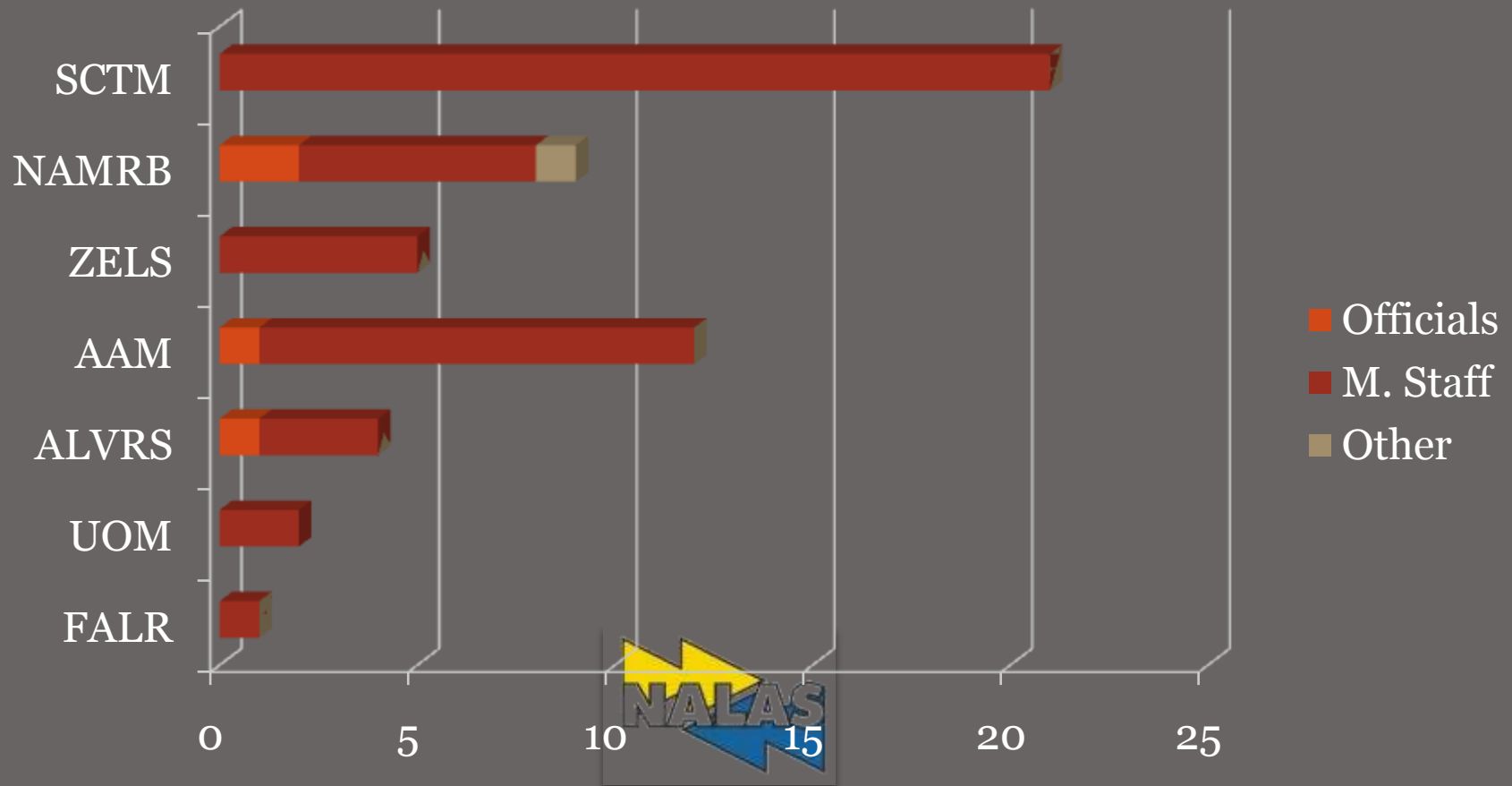
Target groups



- Elected and appointed officials
- Municipal administration
- Other (doctors, teachers)

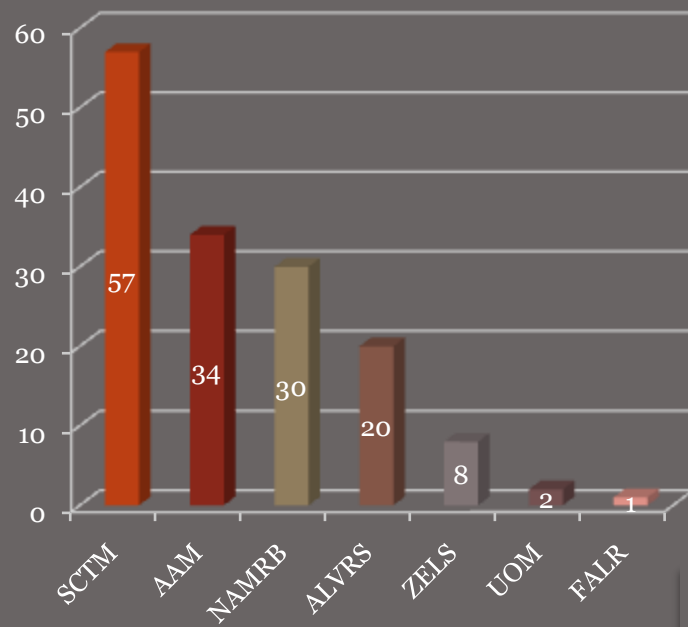


Target groups per associations

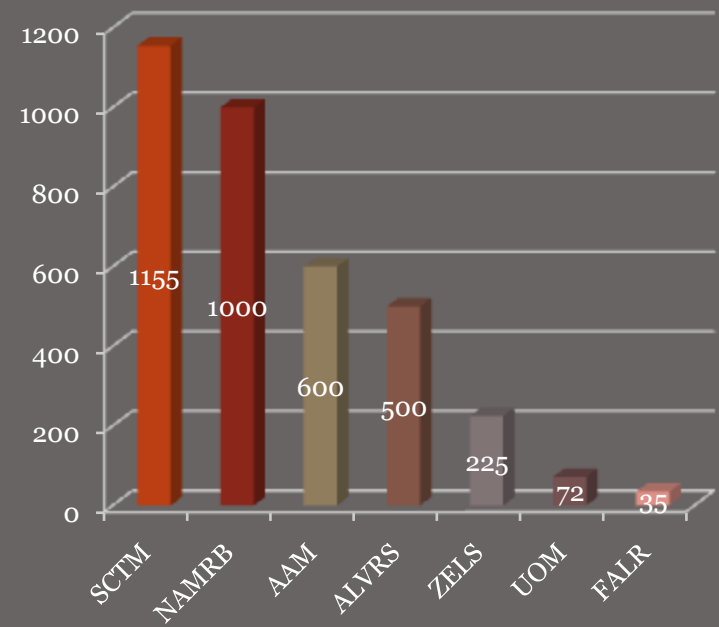


Training delivered in 2007 – statistics

- Number of sessions



- Number of participants



Sources of training funding in 2007

Association	Donors	Members hip fee	Central governme nt	Paid by municipa lity	Associati on's own resources
FALR	100%	0	0	0	0
UOM	90%	0	0	0	10%
SCTM	90%	5%	0	0	5%
ALVRS	87%	5%	5%	3%	0
AAM	75%	10%	0	15%	0
ZELS	70%	0	20%	0	10%
NAMRB	40%	0	0	60%	0



QUESTIONS



SESSION 2

- What would be a good basis for preparation of **national training strategy**?
- How should/could an action plan based on NTS look like?
- How to improve **TNA**?
- Design of **training curriculum**, in accordance with Training needs assessment?
- Experiences with development and implementation of **training modules for LG officials**?
- **Specific training programs**: on drafting and implementation of the projects, on pre-accession and accession funds



SESSION 3

- Role of Associations training unit in support to **HR offices** in LSG
- Examples of **daughter companies'** functioning systems
- **Follow-up** of conducted trainings - support to trainees/LSG in implementation of acquired knowledge and skills
- How to **improve quality of training**
- **Certification** and accreditation of training providers/trainers/training programmes
- **Long – distance trainings**
- **Different way of trainings** as : study tour, twinning, cross-border cooperation



SESSION 4

- **Paid or free of charge** training?
- How to explain to local authorities' representatives that they have to **pay for a training**?
- **Fundraising** and financing the LSG trainings
- How to secure **long term sustainability** of training units within the Associations?

SESSION 5

- **cooperation with donors**

