



**Action Plan for realizing the National Training Strategy for civil servants and elected officials
(2007 - 2010)**

Strategy Nr.1 Consolidating and improving the support normative framework for assuring the professional training possibilities for civil servants and elected people

Nr.	Goals	Objectives	Responsible institution	Participants	Period	Finances
1.	Identifying the necessary normative reforms and launching the reformation process starting from assuring the training possibilities for professional training of civil servants	Analyzing the legislation and highlighting the normative acts that has an impact on training capacities for professional training of civil servants and elected officials	MLPA		2007	
		Studying official documents—governmental programs concerning the improvement of training networks for civil servants and elected officials	Government Apparatus	MLPA, APA	2007	
		Analyzing the factors that lead to reforms in the field of LPA, from the point of view of relation centralization – decentralization	MLPA		2008	
		Institutional and political coordination of reforms that are linked with training of civil servants and elected officials	MLPA		2007	
		Elaborating projects of laws that settle	Moldavian	, MLPA	2007	

		the activity of training providers for civil servants and elected officials	government	APA		
2.	Impelling the current reform concerning the competencies, finances and the statute of the local elected official	Creating mixed working groups in the field of LPA and professional development of civil servants and elected officials	MLPA	MLPA, APA; NGOs	2007 2010	
		Institutional dialog in the field of LPA and professional development of civil servants and elected officials	MLPA	Interested institutions	2007 2010	
		Elaborating notifications for laws in the fields of LPA and professional development of civil servants and elected officials		MLPA, APA	2007 2010	
3.	Creating a modern system of managing human resources in LPA	Developing a feasibility study concerning human resources and their way of managing in LPA	MLPA	MLPA, Experts and consultants	2008	External sources
		Institutionalization of the Agency for managing the public function	Government		2008	Moldavian budget
		Elaborating the legal framework concerning the „Human resources function” and „Training service” for professional development of civil servants and elected officials	Government		2007 2008	
		Institutionalization of the „Human resources division” and „Training service”			2007 2008	
		Elaborating principles, criterions and evaluation tools of the training impact	Government	MLPA, APA,	2008	

		by the „Human resources division”		second level LPA		
		Elaborating modern policies for managing human resources and their stipulation in the legal framework			2008 2010	
4.	Elaborating training standards for providers, civil servants and elected people and occupational standards	Institutionalization of a „Body for coordination the occupational and attestation standards” for the training process of civil servants and elected officials	Interested institutions		2008 2009	External sources
		Elaborating the mechanisms for involving the public authorities in setting the indicators and standards of training activity	Government apparatus			
		Elaborating the mechanisms for involving the local public authorities in setting the indicators and standards of training activity	LPA	LPA,NGOs	2008	
		Elaborating the mechanisms for involving the non governmental sector in setting the indicators and standards of training activity		NGOs	2007	NGOs Budgets and external sources
<u>Strategy Nr.2</u> Creating an institutional medium based on partnership for assuring professional training of civil servants and elected officials through efficient usage of resources						
1.	Encouraging the partnerships in the	Creating a consultative committee of all important actors interested in the	Government Apparatus	MLPA, APA,	2007	

	field of training the civil	training process		universities NGOs		
		Creating partnerships with European institutions in the training process	LPA	LPA	Always	PA Budgets, donors
		Creating some professional non political and non governmental structures of civil servants from different fields	associative sector	associative sector		Budgets of the institutions
2.	Developing networks of training providers in the training process for civil servants and elected officials.	Creating partnerships „local networks – international networks” of training providers	Institutions	Named institutions	Every time	External donors, PA budgets
		Creating partnerships „training providers-donors”	MLPA	Interested actors		External donors
		Creating „ <i>the Association of professional trainers</i> ” and developing promoting activities of training providers		APA, universities, associative sector		
		Creating ” <i>The National Bank of trainers and training institutions for civil servants and elected officials</i> ”	Government Apparatus		2007 2008	
		Creating „ <i>The National Library of training resources for professional training of civil servants and elected officials</i> ”		APA		PA sources, external sources
		Creating the Regional Centers for professional training of civil servants and elected people in Balti and Cahul	Government	APA	2007	Moldavian budget, donors
3.	Assuring the quality	Elaborating the principles, procedures	Government		2007	Own and

of the services provided by the actors involved in the training process.	and accreditation Regulation of the programs and institutions involved in the training process for civil servants and elected officials			2010	external Sources
	Elaboration of principles, procedures and the certification Regulation of trainers and organizations involved in the training process for professional development of civil servants and elected officials	Government			Own and external Sources
	Elaborating basic requirements for the elaboration and implementation of training programs for professional development of civil servants and elected officials starting from beneficiaries necessities	Ministry of Education			Own and external Sources
	Elaborating and implementing the methodology for national evaluation of the training impact on professional development of civil servants	Ministry of Education			Own and external Sources
	Elaboration of principles, criteria, and evaluation tools of the training process efficiency for professional development of civil servants and elected officials	Ministry of Education			Own and external Sources
	Elaboration of principles, criteria, and evaluation tools of the training process efficiency for professional	Ministry of Education			Own and external Sources

		development of civil servants and elected officials on the long term				
		Elaboration of principles, criteria and bringing up to date NTS tools based on current Training Needs Analysis	MLPA			Own and external Sources
		Organizing a mixed group of independent, local and international experts for making periodical evaluation of the training on professional development of civil servants and elected officials				Own and external Sources
		Elaborating clear procedures and selection criteria of trainers and institutions that are training providers for civil servants and elected people	Government Apparatus			Own and external Sources
		Elaborating working principles with international organizations in the training process for professional development of civil servants and elected officials	Government		2008	
Strategy nr. 3 Creating the motivation for professional development of civil servants and elected officials						
1.	Assuring the moral and material stimulation for training and professional development	Creating conditions for motivation through legal aspects Stability in position and professional development Prestige of public function, image of civil servant Developing the system of human	Government	MLPA, ME, MF		Moldavian Budget

		resources management Correlation between the professional training process and the development of the career of civil servant				
		Creating the partnerships with European institutions in the training process for civil servants and elected officials	MLPA	MFAEI, APA, interested actors	Always	
<u>Strategy nr. 4 Promoting a system of professional development in accordance with training necessities for civil servants and elected officials</u>						
1.	Creating a mechanism based on partnership for permanent identification of training necessities for LPA	Directing courses not to the transfer of knowledge, but to their application. Modifying the training courses in accordance with training necessities. The legal framework must allow the development of training programs for the ad hoc necessities. Promoting the development of programs directed to the creation of abilities, helping NGOs to implement international projects and assistance	MLPA	MLPA, APA, LPA, involved actors	2008 2009	