PREPARING TODAY FOR THE FUTURE OF PUBLIC EMPLOYMENT

Professional Paths in Public Administration: Careers and Skills
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OECD
BETTER POLICIES FOR BETTER LIVES

Agenda

The future of public administration… how is public administration changing?

The future public servants… what skills and competencies are/will be needed?

The future public administration… How can we be ready?

How is Public Administration Changing?

Digital governments for digital economies and societies

The main characteristics of a Digital Government?

Digital by Design

Open by Default

User-Driven Approach

Automation and Proactiveness

Government as a Platform

Data-Driven Public Sector

Time for Innovation in the Public Sector

Governments operate in an environment of increasing change. This requires moving innovation from the sporadic to the systemic. Innovation needs to be a resource that governments can reliably and consistently draw on.

01

CHANGING FUNCTIONS

In an environment of change, governments must also change how they operate

02

RUN TO STAY IN PLACE

In an evolving economy, governments have to change policy settings just in order to maintain the same outcomes

03

NO ROOM FOR SPECTATORS

In order to remain effective decision-maker, governments have to have experiential knowledge of innovation, they cannot wait for the answers

04

WE WANT MORE

Many politicians, citizens and public servants want and expect things to change

05

RISK OF A MISMATCH

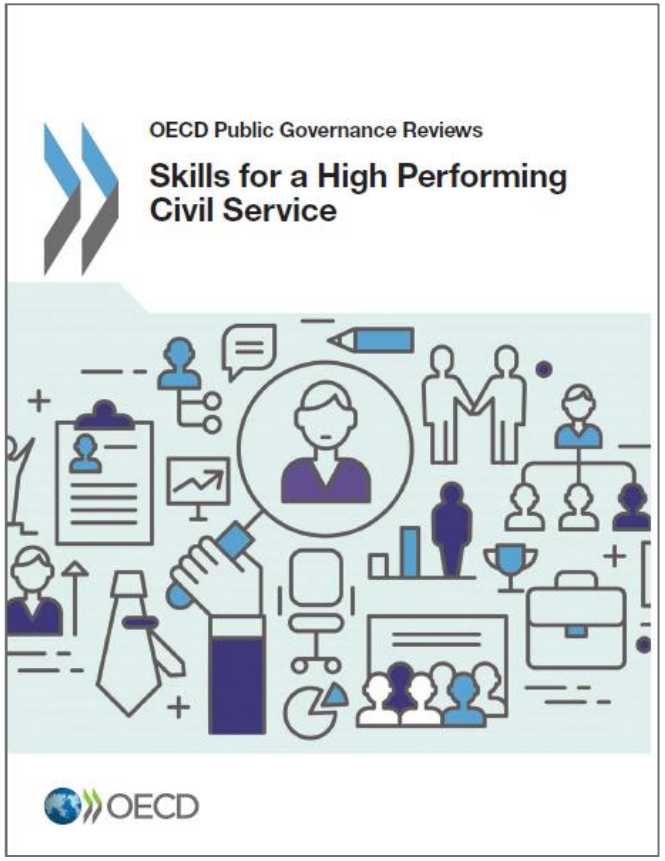
A government that does not innovate is one that is at risk of always being behind, always reacting yet forever disappointing

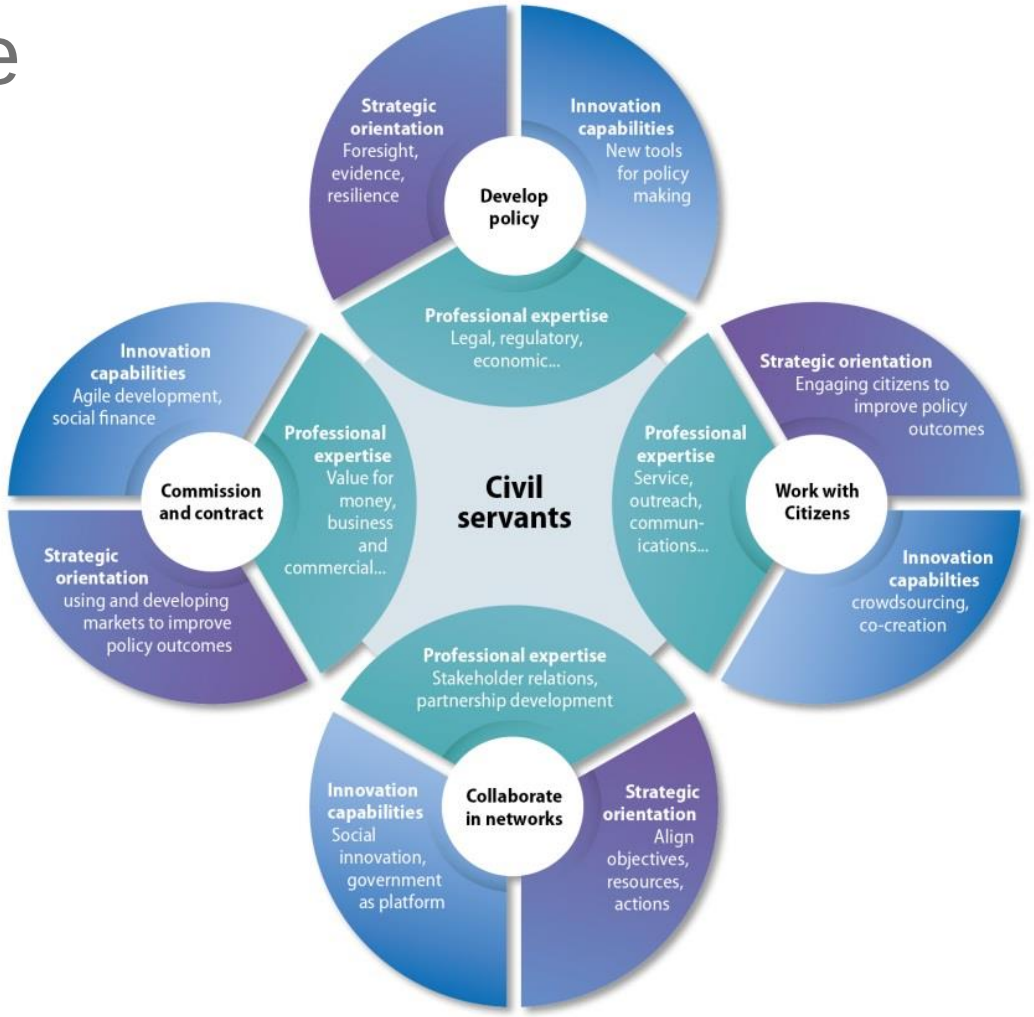
06

INNOVATION AS CORE COMPETENCTY

The need for innovation can strike anywhere, therefore everyone must be ready to play a part

What skills will be needed?





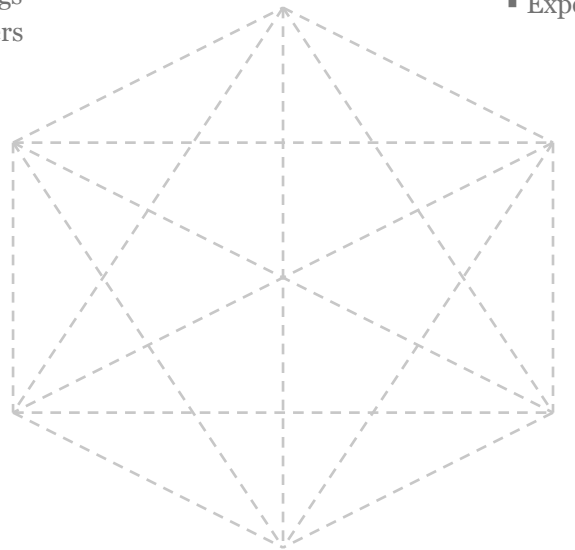
SIX CORE SKILLS AREAS FOR PUBLIC SECTOR INNOVATION

Iteration

- Rapid and incremental development
- Developing and refining prototypes
- Experimentation and testing

Insurgency

- Challenging the usual way of doing things
- Working with unusual/ different partners
- Building alliances for change



Data literacy

- Basing decisions on data and evidence
- Building systems that collect the right data
- Communicating data effectively

Storytelling

- Using narratives to explain 'the journey'
- Including 'user stories' to outline benefits
- Progressing the story as situations change

User centred

- Policies and services solve user needs
- Considering users at every stage
- Users that say: "I would do that again"

Curiosity

- Identifying new ideas, ways of working
- Adapting approaches used elsewhere
- Reframing problems and perspectives

How can we be ready?

1. Determine

- What are the needed skill sets and where are the gaps? How can they be identified?

2. Attract and Select

- How can the right people with sought-after skill sets be attracted to jobs in the public sector?

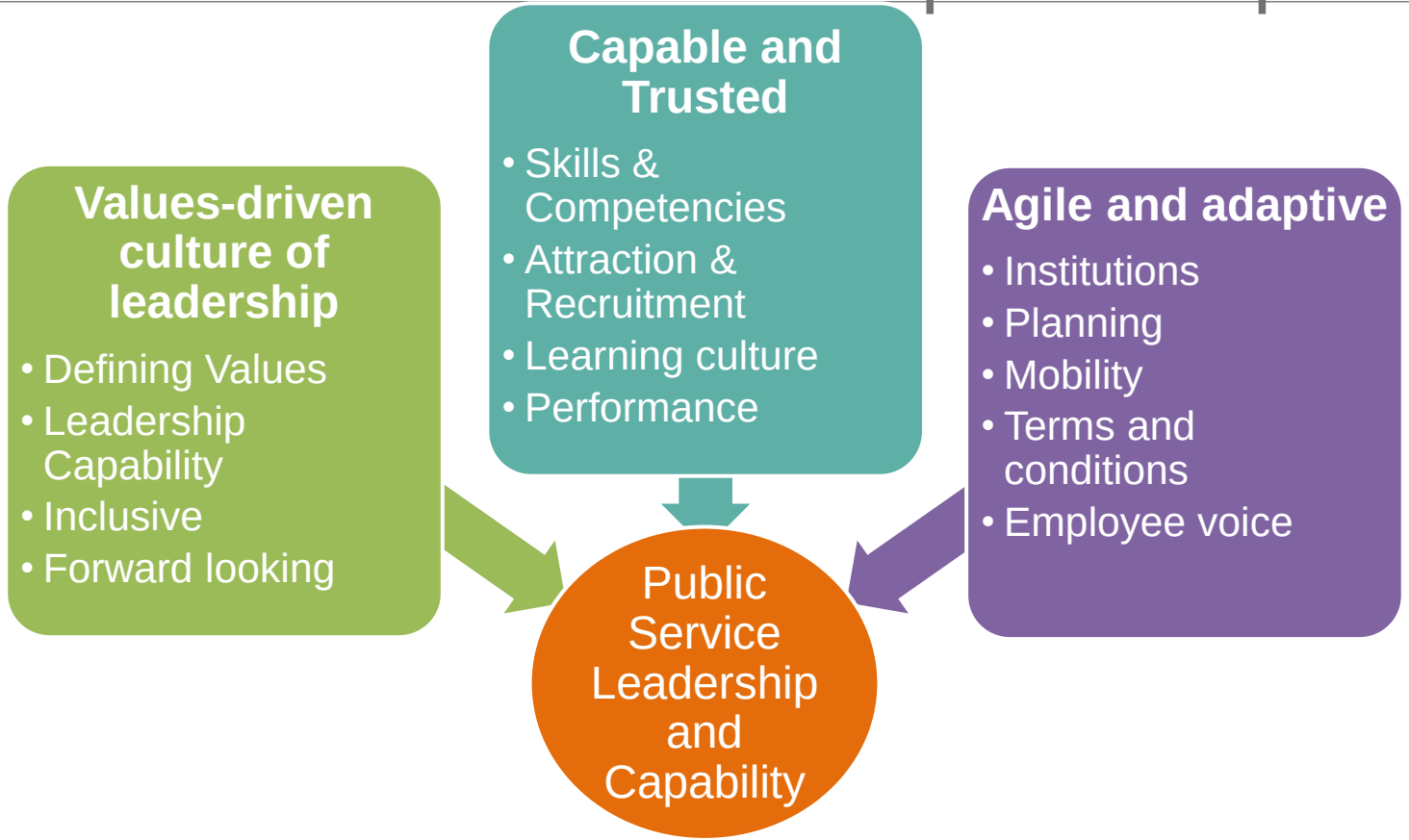
3. Develop and nurture

- How can public organisations create a culture of learning for a dynamic and fast-changing world?

4. Use

- What kind of organisation and leadership to *motivate* employees and provide *opportunities* to put skills to use?

Towards an OECD Recommendation on Public Service Leadership and Capability



THANK YOU

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