

Symposium: Resilience and Trust for Future-proof Public Governance

Learning Cultures in the Public Service

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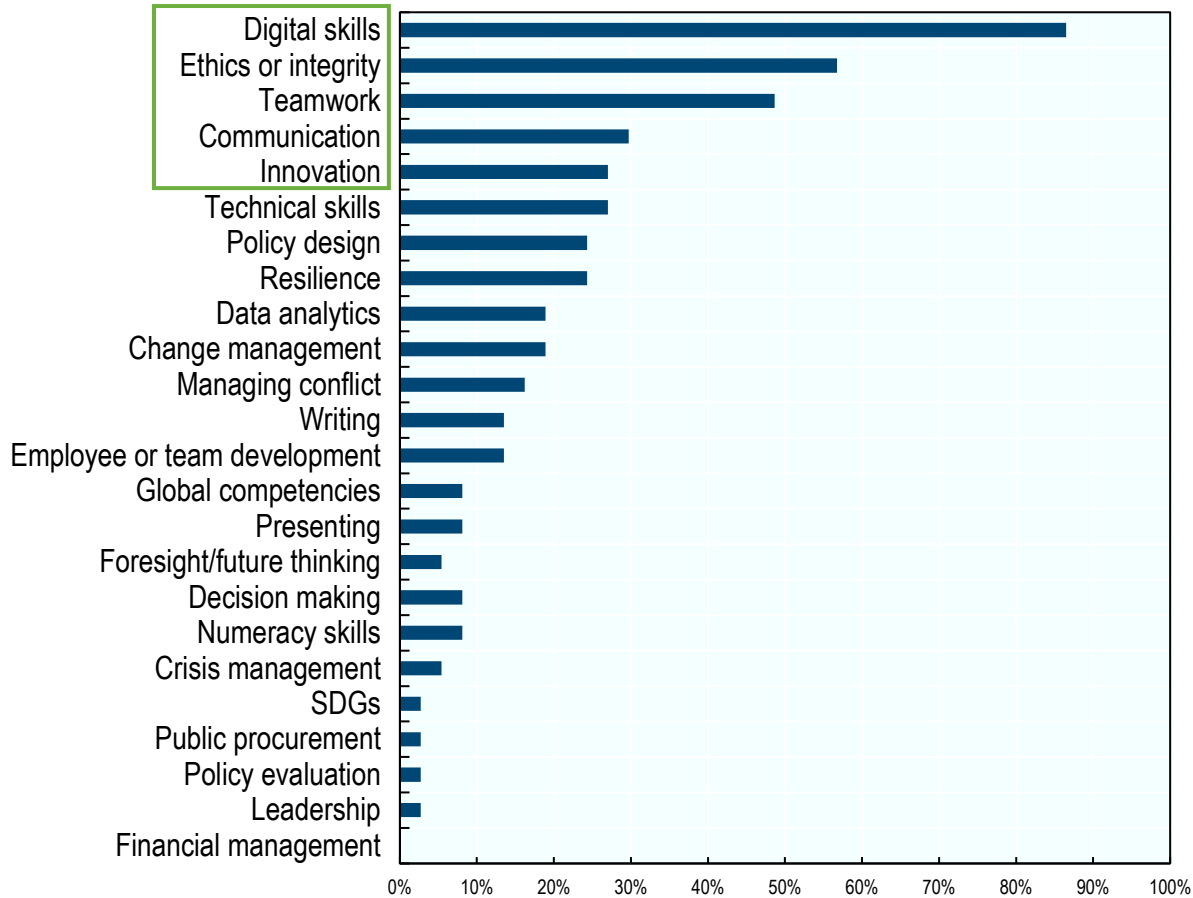
**Needed skills for a future-
proof public governance**



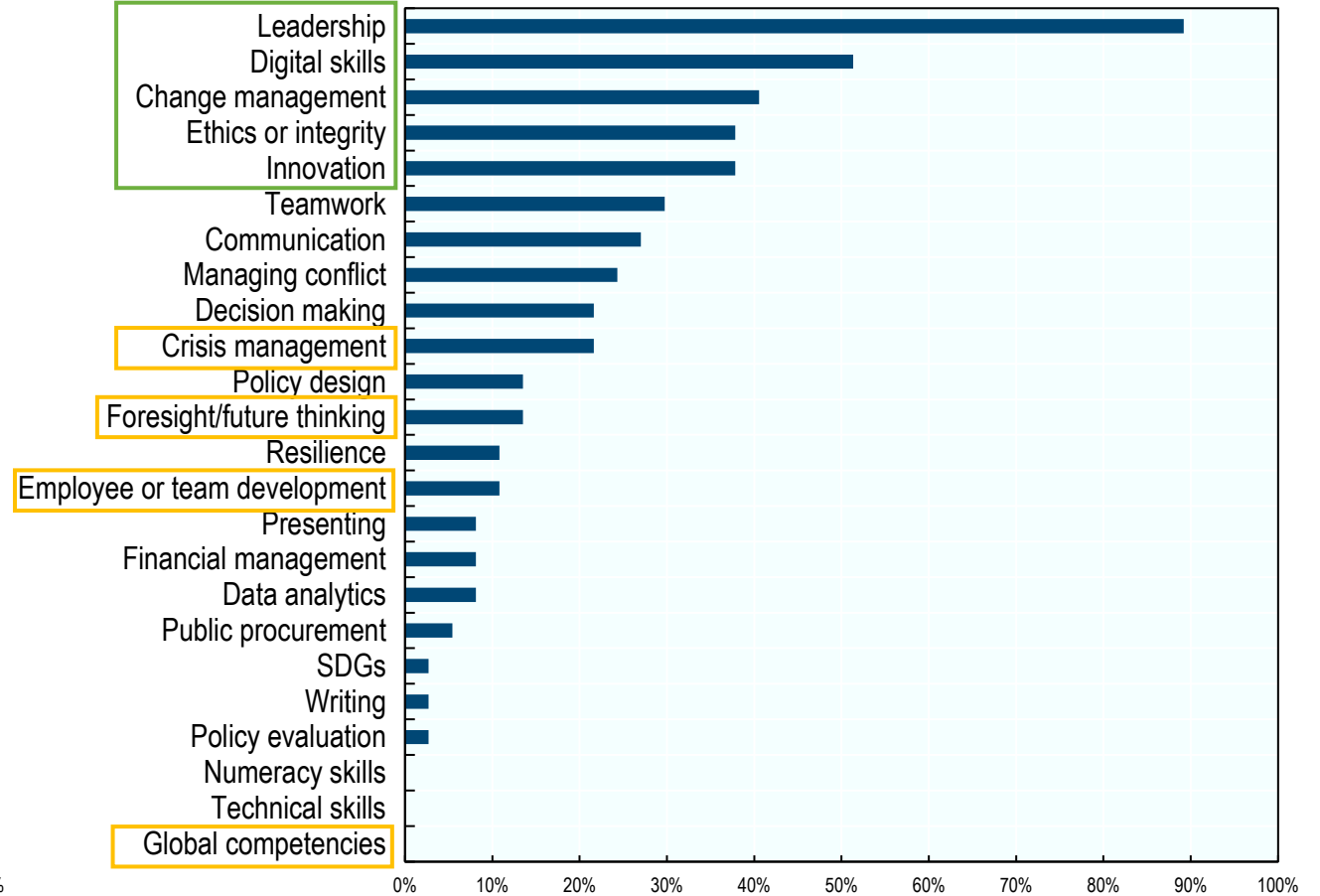
Learning and skill priorities: Fit for the future?

“What are the top skills or competency types currently prioritised for learning or development?”

Non-managers



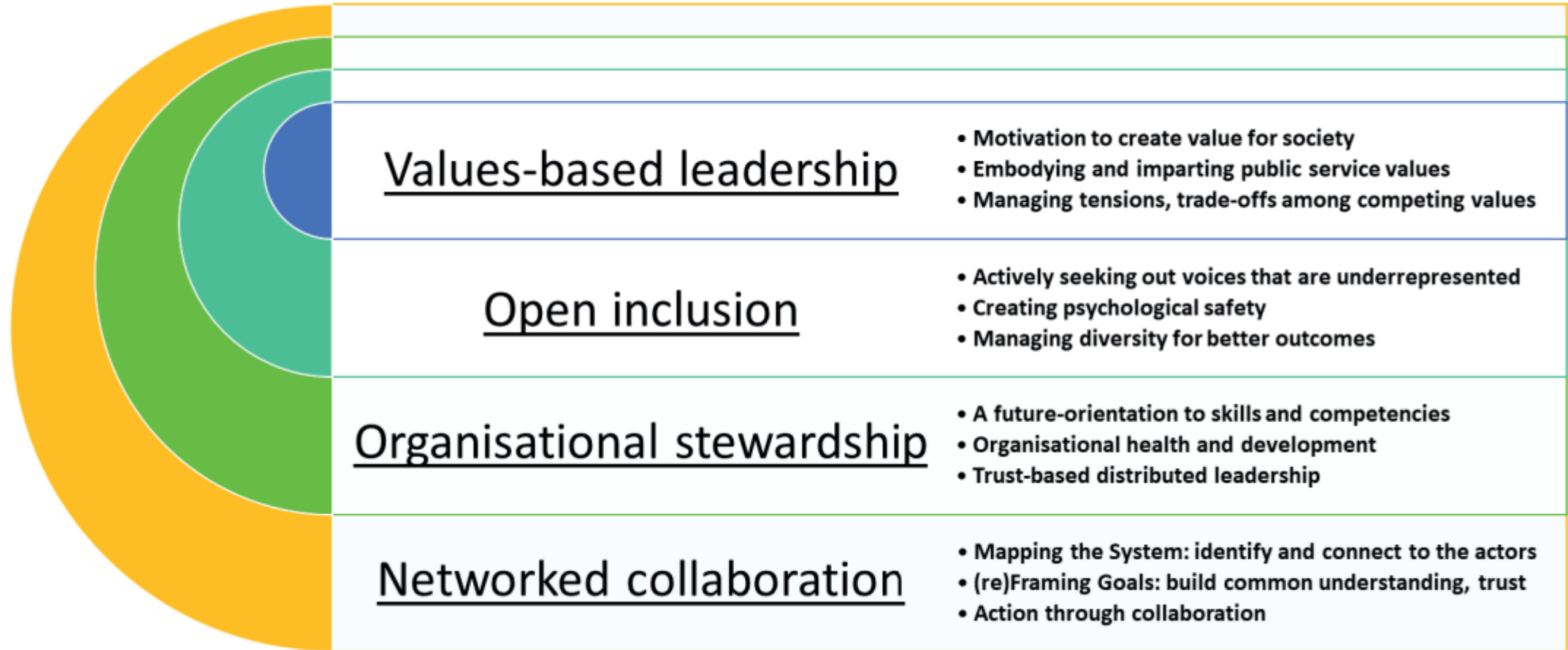
Senior managers





“Leadership” as a collection of connected capabilities

OECD Leadership Capability Framework

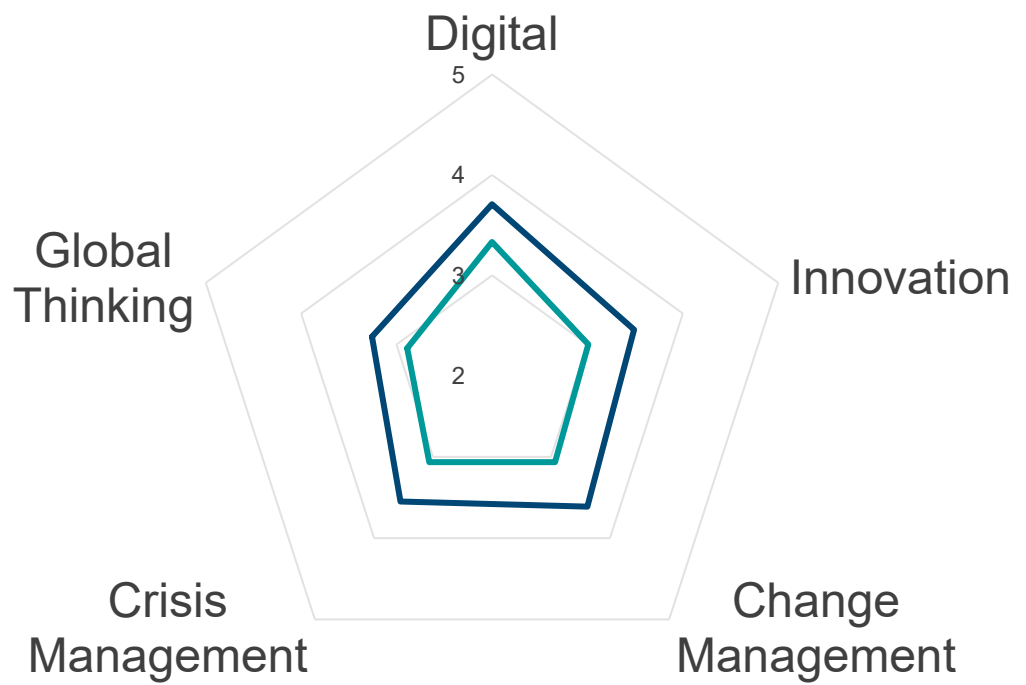




Competencies, behaviours, attitudes: the difference-makers in modern governance

Managers Competency Self-Assessment

— Self — Peer Manager Group



“Please specify which of the following areas are included in the competency framework* for senior level public servants?”





Strategic and systematised skills needs assessment to improve future skills outcomes

“How does your country’s public service identify skills and competencies to prioritise for training?”

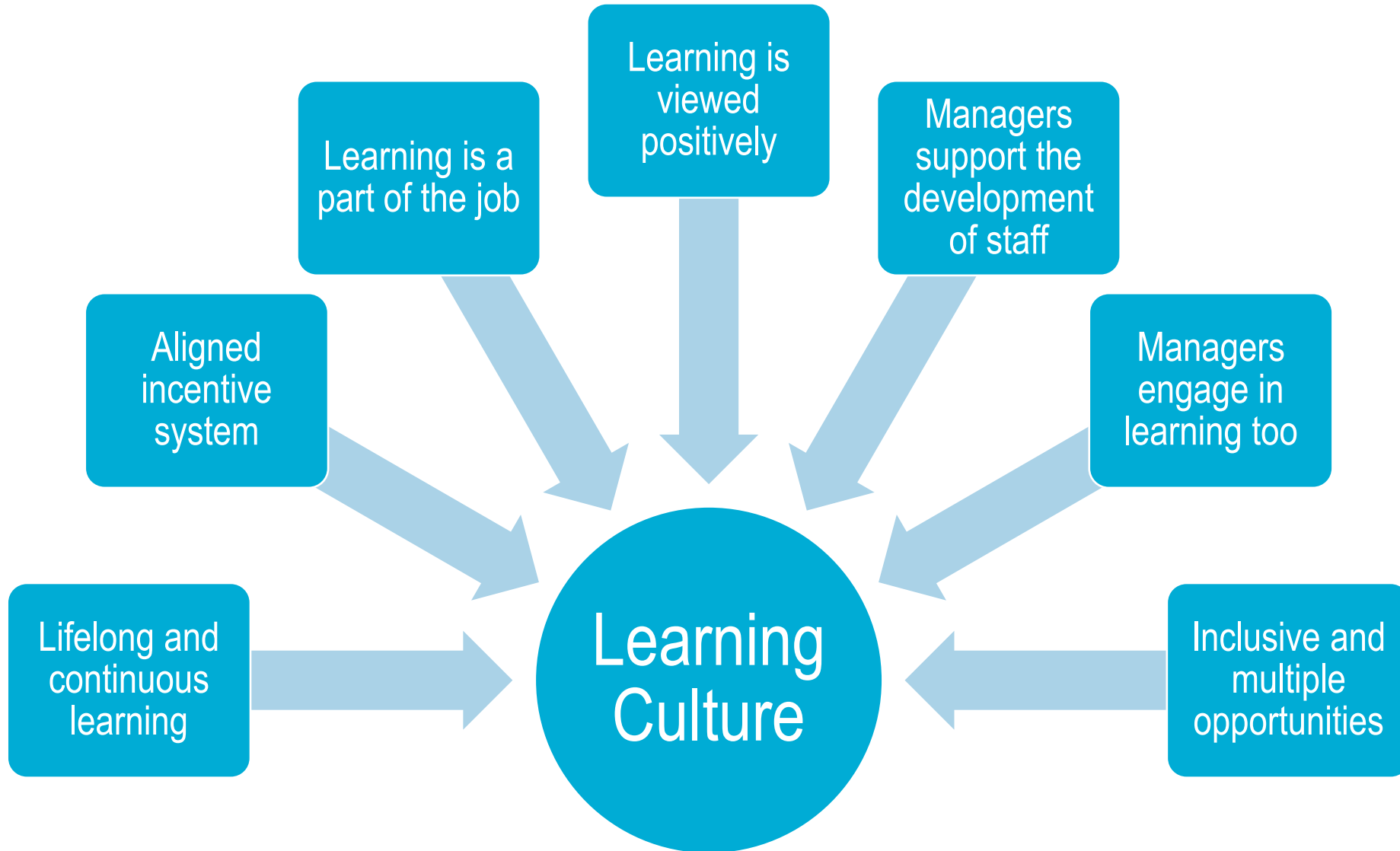




Methods for skill development



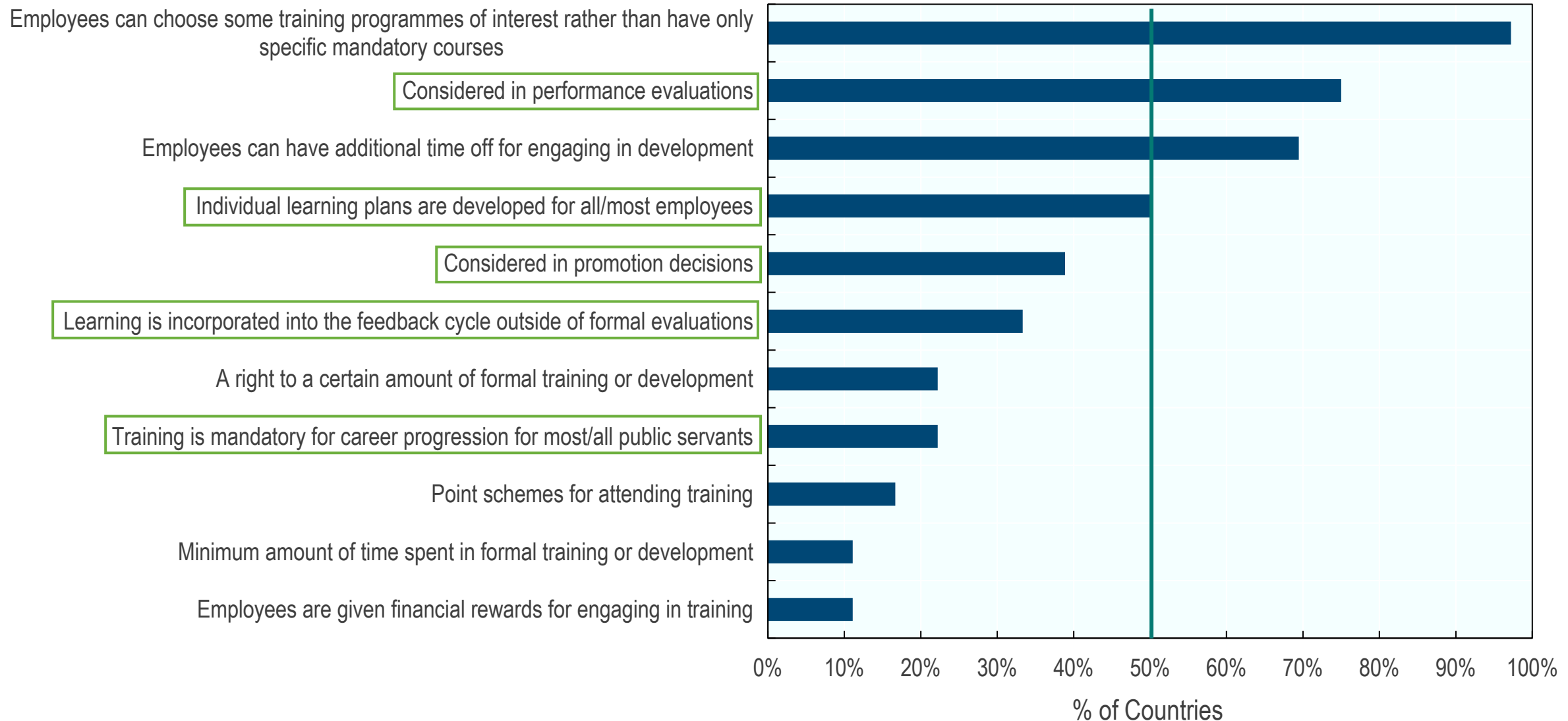
Learning cultures create environments in which learning is positive, common and habitual





Creating a learning culture by reducing disincentives and implementing the right incentives

“What types of incentives for learning and development are used?”

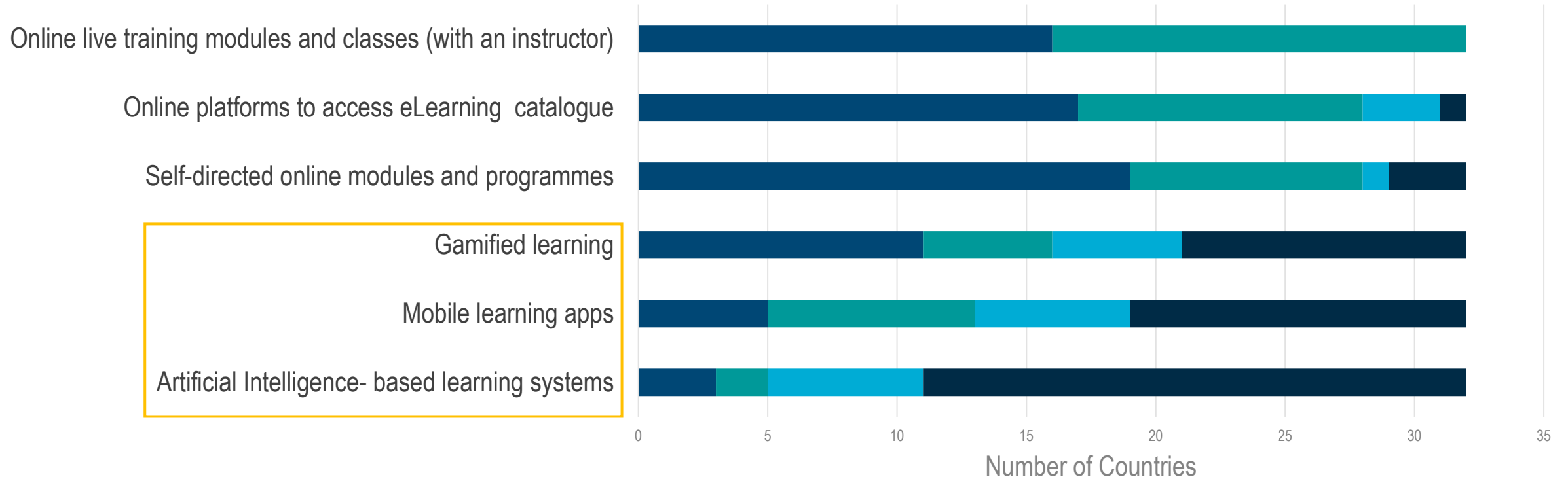




“Learning by doing” for digital and AI means learning systems carry large potential

The technological subset from: “Which of the following learning tools are used, or planned to be used in your public service?”

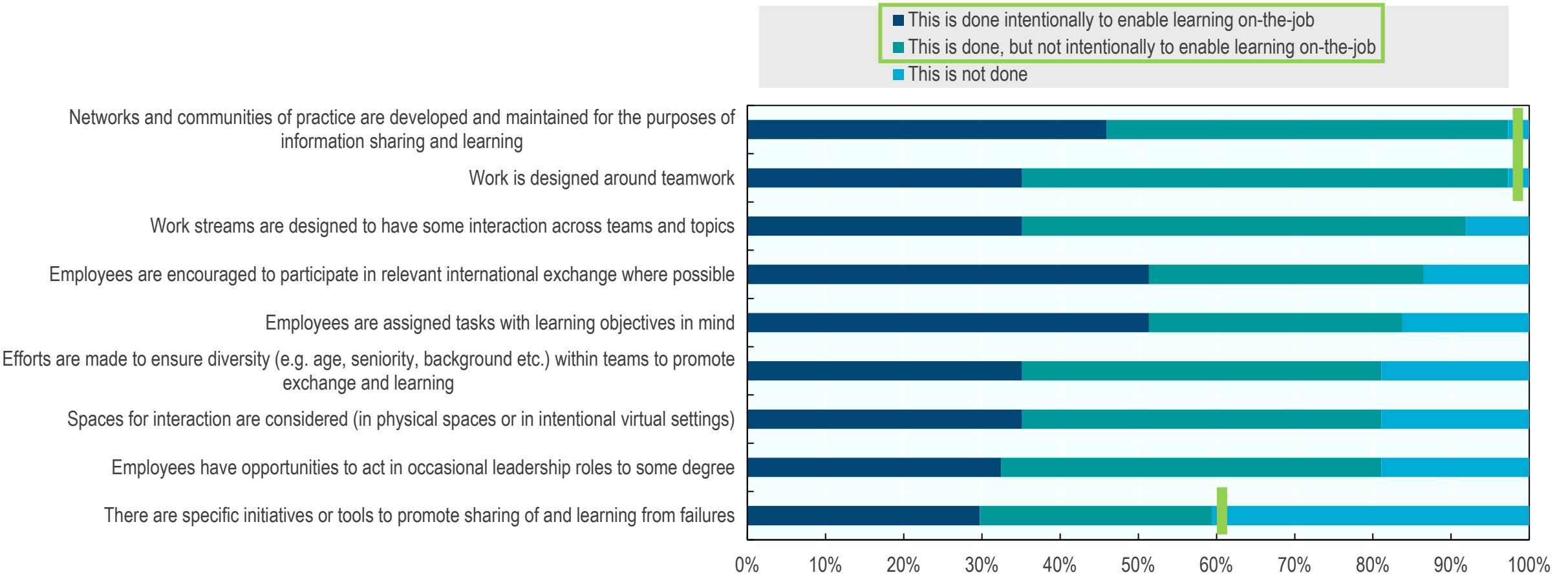
- This is used and there are plans to increase its use in the next two years
- This is used and there are no plans to increase its use in the next two years
- This is not used but there are plans to introduce it in the next two years
- This is not used





Incorporating informal learning in L&D strategies has potential – for outcomes and feasibility

“Are any of the following methods used to foster learning on-the-job?”





Thank you
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