




**MINISTÈRE  
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**Direction générale de  
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# Experience feedback for PACE

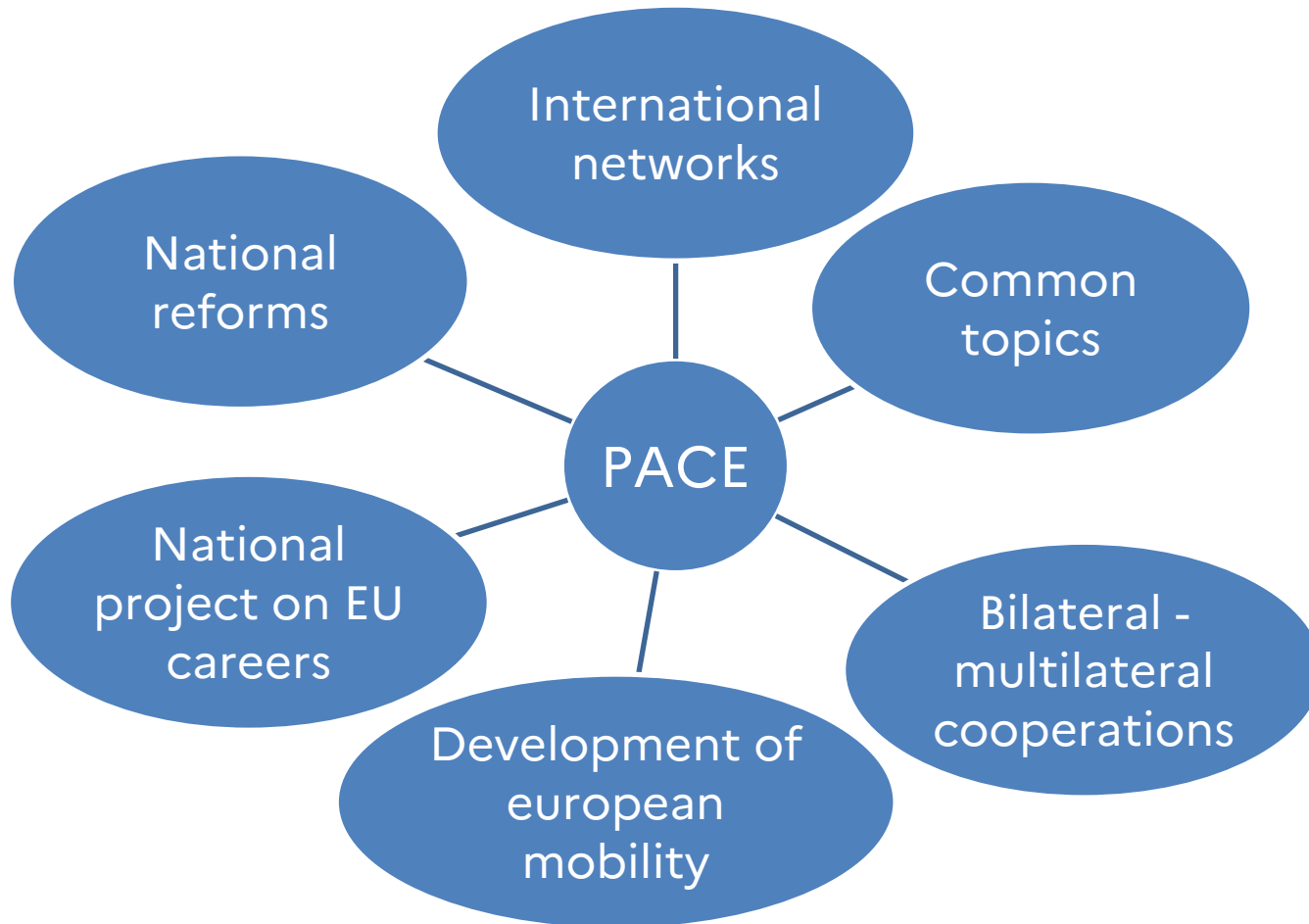


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# PACE from the French perspective



# PACE as a tool for national projects on mobility

⇒ The principle of mobility is central to the French civil service.

Challenges for the French civil service :

- identifying new solutions and strengthening our forward-looking approach;
- encourage decompartmentalisation and the sharing of experience;
- make mobility part of a career approach;
- offer a diversity of experience and points of view to French civil servants and administrations;
- enhance the European dimension in the careers of French civil servants.

# PACE France

Project name: Mobility of civil servants for the transformation of European civil services

13 participating Member-States: Belgium, Bulgaria, Denmark, Finland, France, Germany, Greece, Italy, the Netherlands, Romania, Slovenia, Spain, Portugal,

Selected topics :

**Digital transformation:** Governance and strategic management

**Green transformation:** Green digitisation and greening of the administration itself (sustainable HR)

**Professionalisation of public administration :** Strategies and models for attracting talent and for career development; Strategies and models for modernising human resources Promoting leadership and organisational learning

# Deployment of the project (1 year)

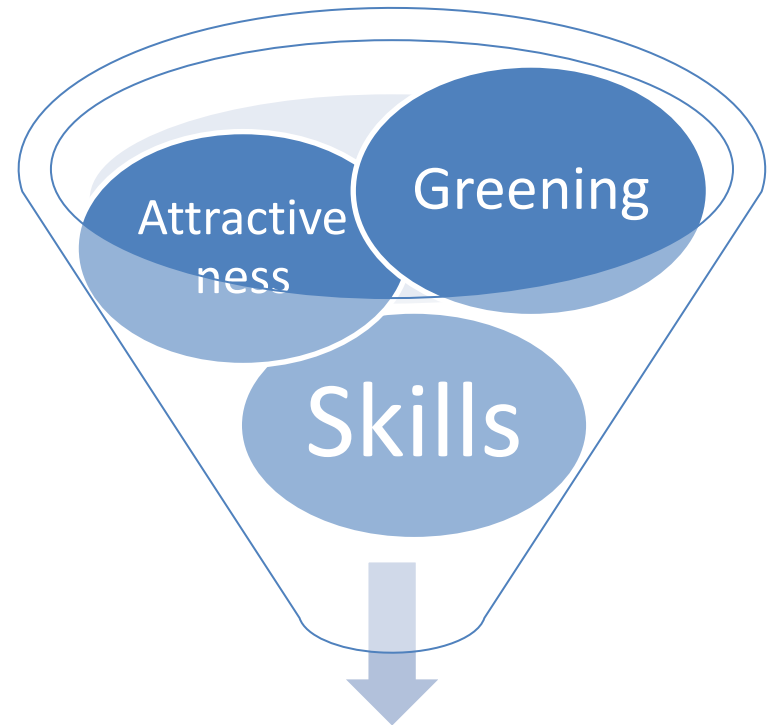
## Two phases:

- Between 20 and 25 exchanges of one week with 5 relevant experts per exchange on **topics of common interest**, coherent with the priorities of the Ministry and shared with the European homologues;
  - Evaluation and lessons for European mobility: focus on skills to refine the skills developed and solutions to enhance them (e.g. common evaluation grids);
- => Final event in March 2024.

# Mobility as a way to tackle the key topics of the expert group

PACE as a tool :

- to deepen common topics;
- way to foster collaboration between MS;
- lever for managers;
- way to objectify and develop transversal skills (adaptability, communication..);
- way to co-construct frameworks and identify skills (ex: green skills);
- training.



## EL/FR PACE exchange : feedback on the content and cooperation

First PACE exchange, in the framework of the Greek PACE which took place from 12 to 16 June:

- **experience sharing** for HR transformation policies and reforms;
- **follow up** on former bilateral projects on career paths and onboarding and as a way to foster the existing **cooperation** between both Member-States
- **tackled topics**: new ways of working; career path; onboarding; transformation of the civil service, skills and management; HR data and information systems; ethics and anti-corruption;
- discussions went **beyond the initial topics** of the exchange (ex: code of civil service);
- **identification of new common challenges** like the professionalisation of the HR sector with Greece's highly advanced certification programme.

## EL/FR PACE exchange : feedback from the evaluations

Pilot for the **evaluations** of phase 2 of the French PACE:

- importance of an **introductory half day session** (state of the civil service of the hosting administration, current reforms, organisation of the structure etc.);
- focus the exchange on **concrete topics**, with presentations by both sides;
- necessity of a **follow-up after the exchange** (production of a deliverable from the participating authorities, preparation of future projects, follow-up on reforms...) cf. DG REFORM's exchange report;
- limitation of **5 experts suitable for bilateral exchanges**, less for multilateral exchanges;
- **need of an online platform** to share the presentations and deliverables of the exchange.



# Lessons to learn thanks to PACE

## Based on the evaluations:

- Obstacles and facilitators for mobility;
- Topics relevance/quality of the content;
- Skills learned/reinforced (transversal and technical);
- Deliverables and follow-ups.

## Solutions to the following questions:

- Which methodology for the coordination?
- How to organise exchanges on site?
- How to involve experts internally?
- How to get a better added value from the exchanges?
- Can we get an online platform to share the documents?
- ...?

Merci pour votre attention !