

# Capacity Building for the Public Sector on Domestic SDGs Implementation in Indonesia

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# Indonesia

## Population



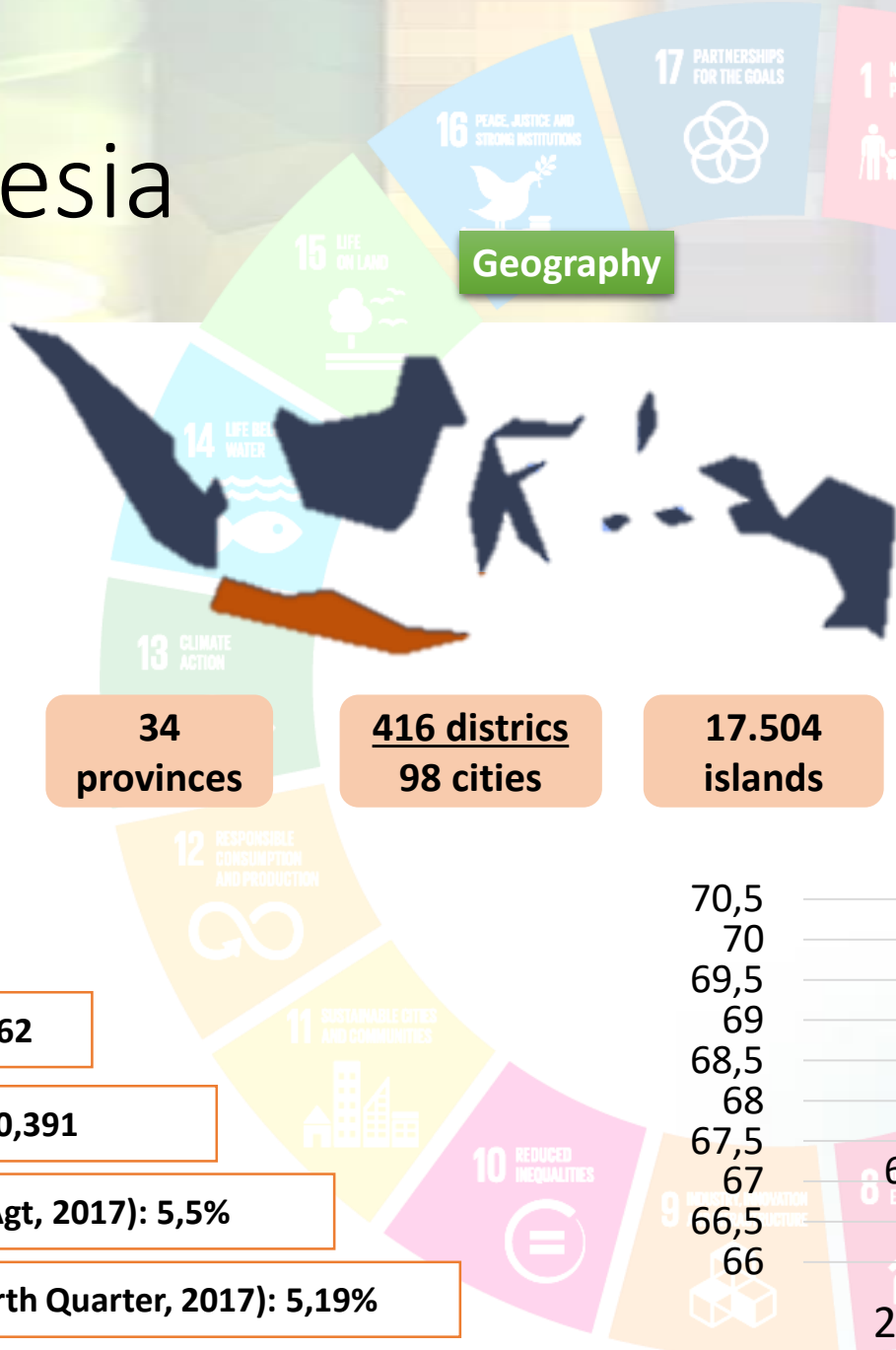
258,7 million  
(projection 2016)  
**Demographic  
bonus' in 2020-  
2040**

Inflation (Jan, 2018): 0,62

Gini Ratio (Sep, 2017): 0,391

Unemployment Rate (Agt, 2017): 5,5%

Economic Growth (Fourth Quarter, 2017): 5,19%

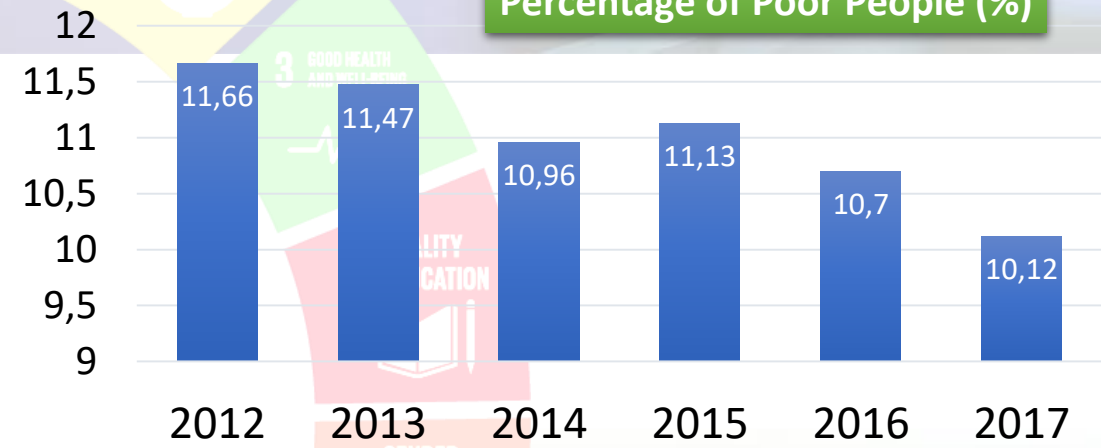


**34  
provinces**

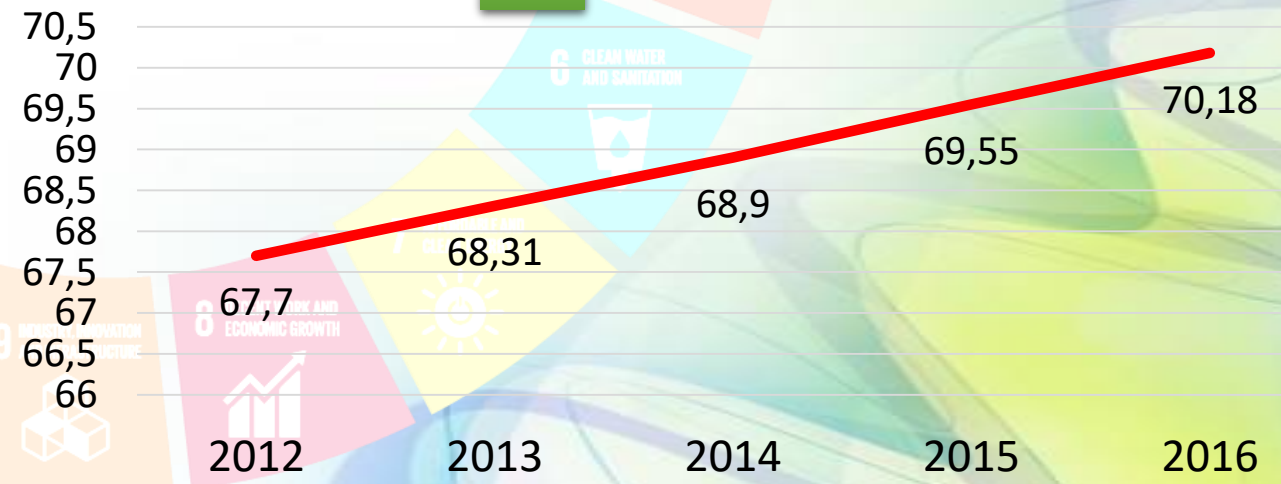
**416 districts  
98 cities**

**17.504  
islands**

## Percentage of Poor People (%)



## HDI



# Recent Development

- Reform on Civil Service Management, based on Law No 5/2014 on Civil Service & Govt Reg 11/2017 on Civil Service Management
- Merit system : Qualification, Competency, and Performance
- Single system : United system of central and local civil service
- Civil service position : Senior Executive, Administration, Functional
- Civil service competencies : Technical, Managerial, and Socio-cultural
- Competency development **requirement** for civil service: minimum 20 hours per person per year

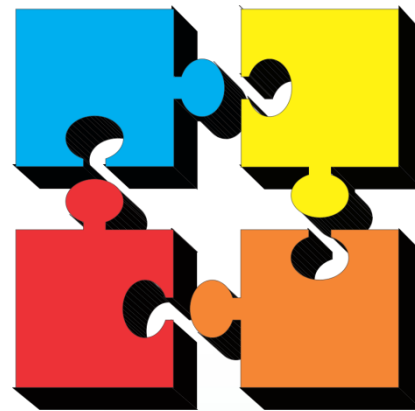
# Capacity Building in Public Sector

- NIPA as the fostering institution
- Target : High-ranking officials I to IV
- Hierarchical (LT I to IV)
- Organizer : Ministries and accredited training institutions

- Fostered by respective institutions
- Target : all civil servants, need-based
- Single and hierarchical
- Organizer : Ministries and accredited training institutions

**Leadership Training**

**Function/Position-based Training**



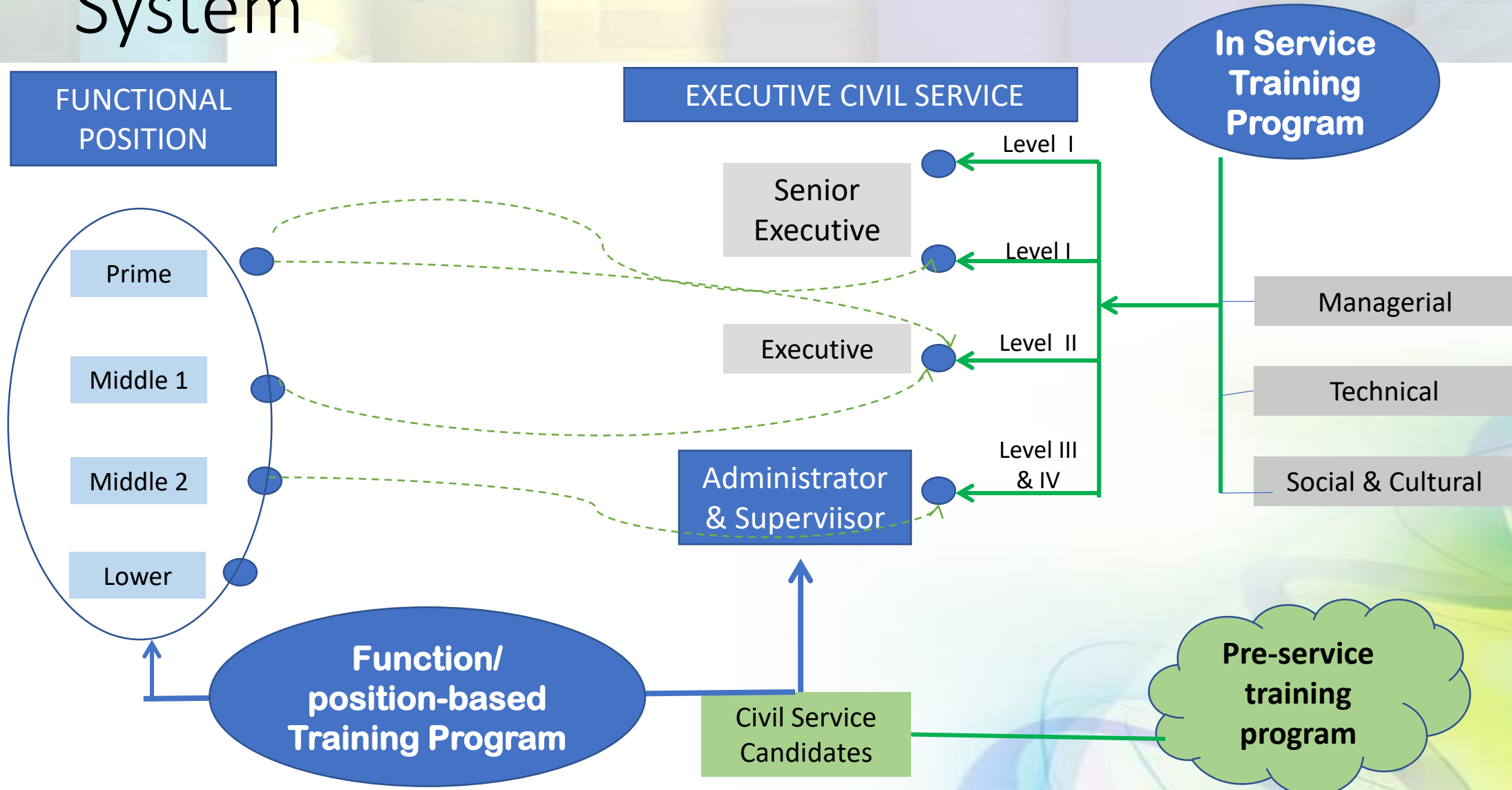
**Skill-based Training**

**Pre-service Training**

- Fostered by respective institutions
- Target : JF
- Single and hierarchical
- Organizer : Ministries and accredited training institutions

- Fostered by NIPA
- Target : civil servant candidates
- Single
- Organizer : Ministries and accredited training institutions

# Civil Service Training in Civil Service Career System





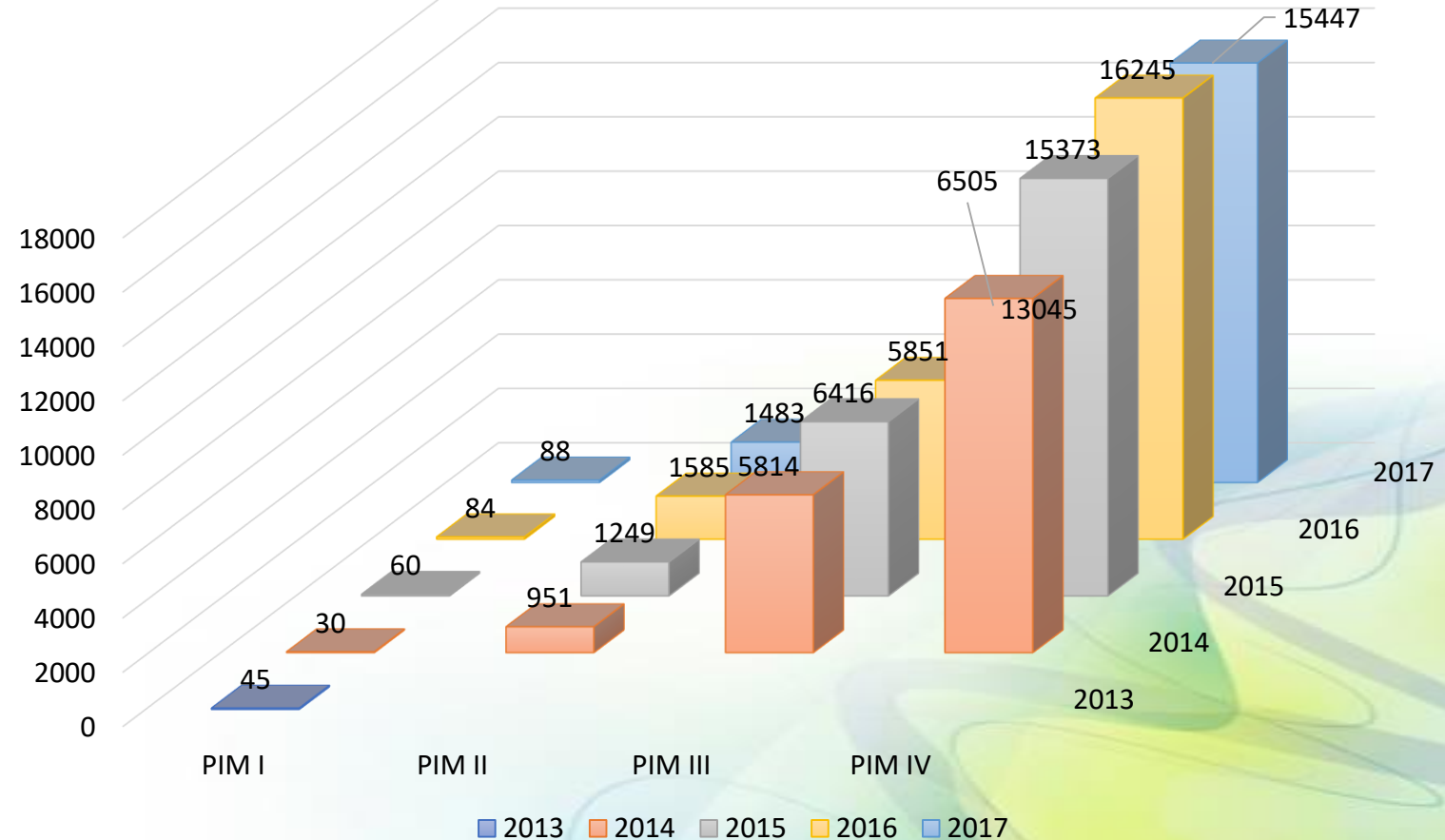
# Facts

- 4.455.303 civil servants
  - 2.288.631 male
  - 2.166.672 female

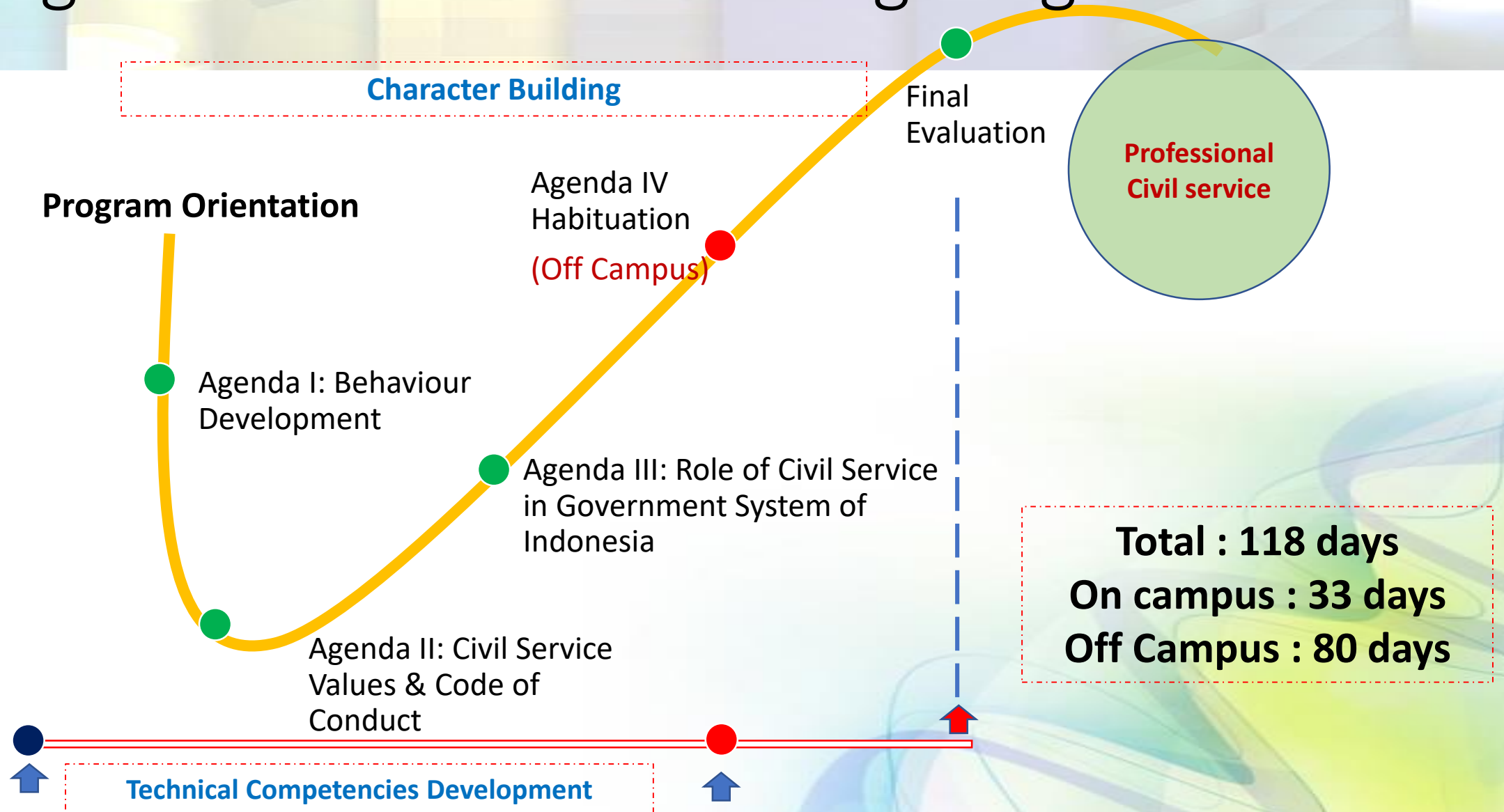
Level I	1,573
Level II	41,924
Level III	201,355
Level IV'	646,646

- Decentralization
- Social, cultural, ethnic background

## ALUMNI of LT



# Integrated Pre-service Training Program

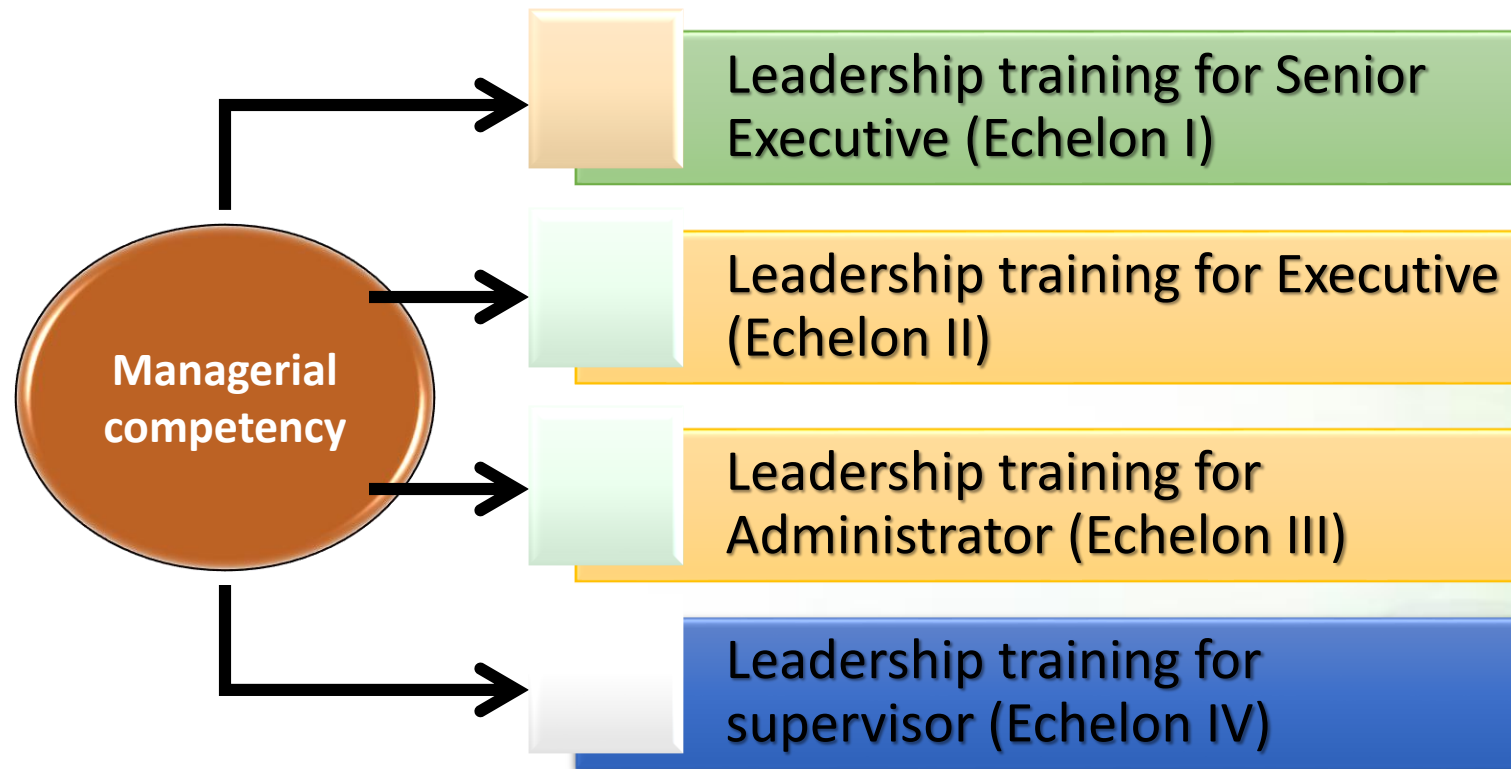


# Civil Service Competencies

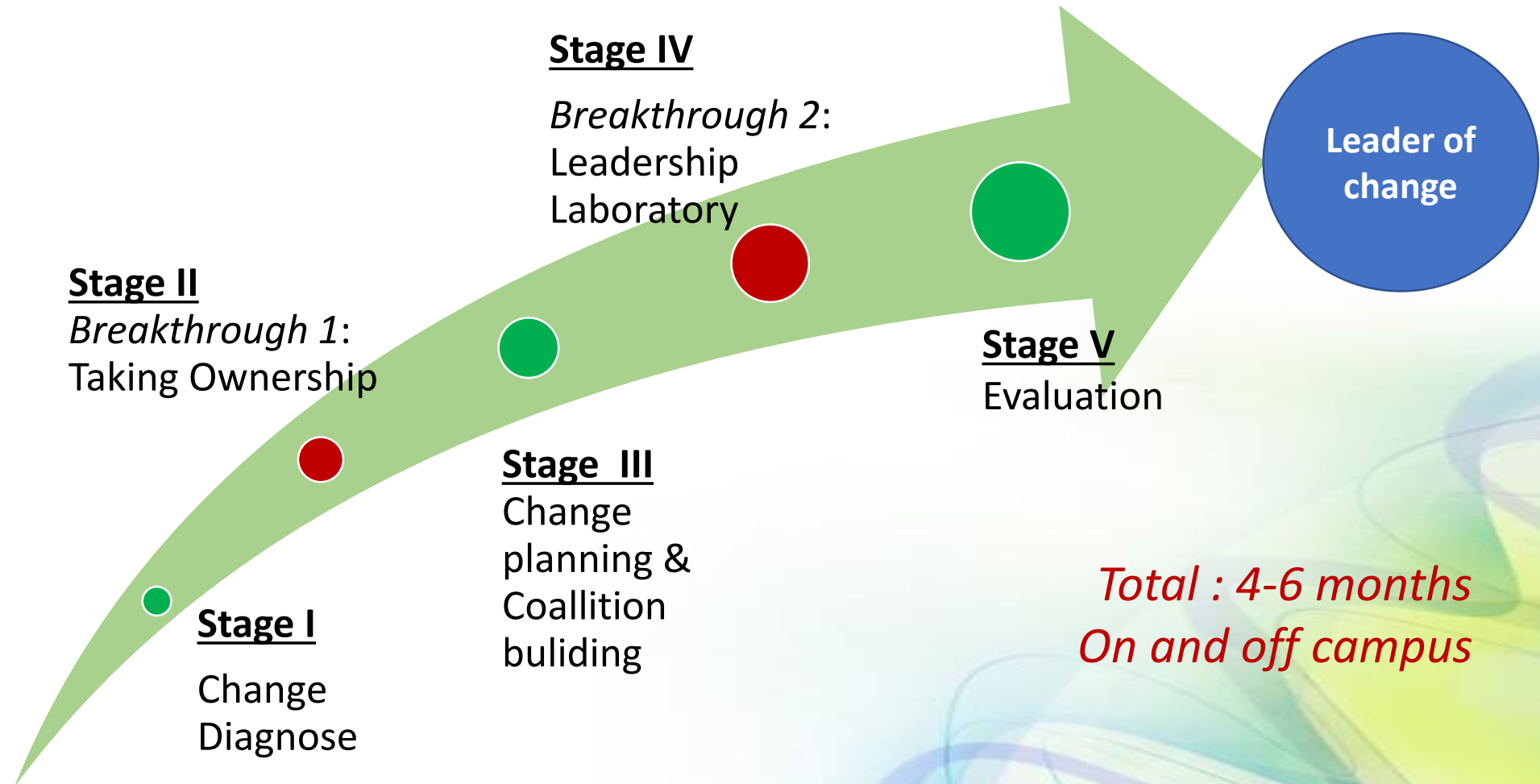
<b>Core Competencies</b>	<b>Description</b>
Managerial	Knowledge, skill, and behaviour of civil service that can be measured and developed to lead or manage their organisation (unit of organisation)
Technical	Knowledge, skill, and behaviour of civil service that can be measured and developed to do the required technical job.
Socio-Cultural	Knowledge, skill, and behaviour of civil service that can be measured and developed in dealing with diversity (religion, race, culture, norm, values etc) to do required job (relevant to the kind and job level )



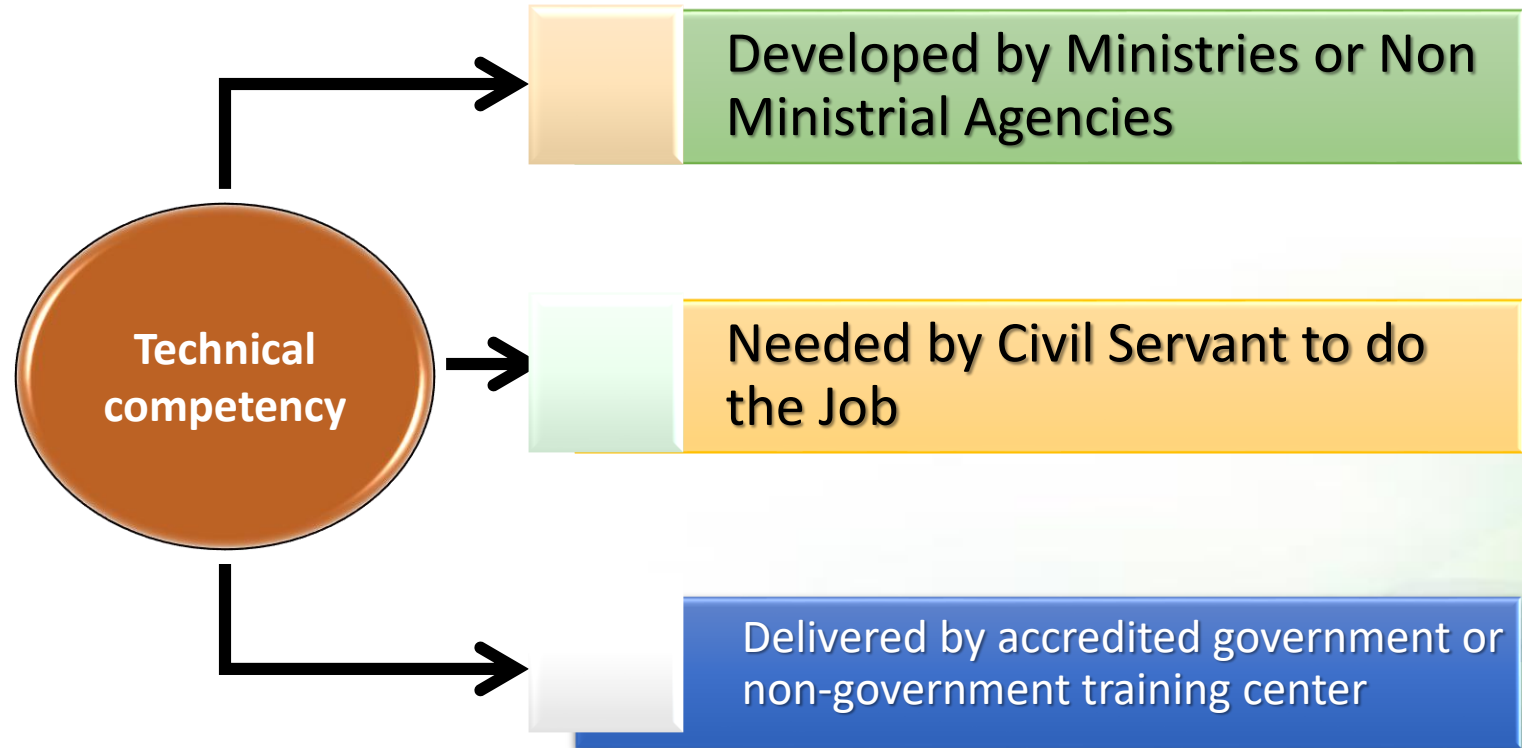
# Training Policies for Managerial Competency



# Leadership Training Program



# Training Policies for Technical Competencies



# Current training by NIPA

- Functional Programs for National Trainers
- Functional Programs for National Policy Analysts
- Reform Leader Academy (to support Reform Agenda)
- Mental Revolution Training Program for National Apparatus
- Technical Trainings (Report Writing, Academic Paper Writing, Managing Training Program, and Conducting Training Program)
- Green Growth Economy, in cooperation with GGGI (in progress)

# Reform Leader Academy Curriculum

National and Institutional  
Change Action Agenda

## Designing Actin Plan on BR

- Concept and Policies on BR (15 JP)
- Change Target (18 JP)
- Stakeholders coalition (18 JP)
- **Benchmarking (54 JP)**
- Action Plan on National BR (18 JP)
- Action Plan on Institutional BR (9 JP)
- Seminar on Action Plan (20 JP)
- Implementation of National Action Plan (20 JP)

## Action consolidation and Evaluation:

- Introduction to Evaluation and Seminar Preparation (3 JP)
- Preparation for BR Action Result Seminar (20 JP)
- BR Action Result Seminar (20 JP)
- Consolidation on BR Action (36 JP)
- National BR Action Campaign Nasional (36 JP)

Reformers

Implementation of BR Action  
Plan (OFF CAMPUS)

1. Choosing topics
2. Participants and working units
3. Developing learning materials
4. Developing commitment of participant's Supervisor

## Building Capacity on Leadership and Change Management :

- Overview (3 JP)
- Concept and Policies of BR (3 JP)
- Introduction (3 JP)
- Collective Capability (12 JP)
- Sinergistic Leadership (9 JP)
- Transformational Leadership (9 JP)
- Change Management (9 JP)
- Public Sector Innovation (9 JP)
- The role of Agent of Change (9 JP)

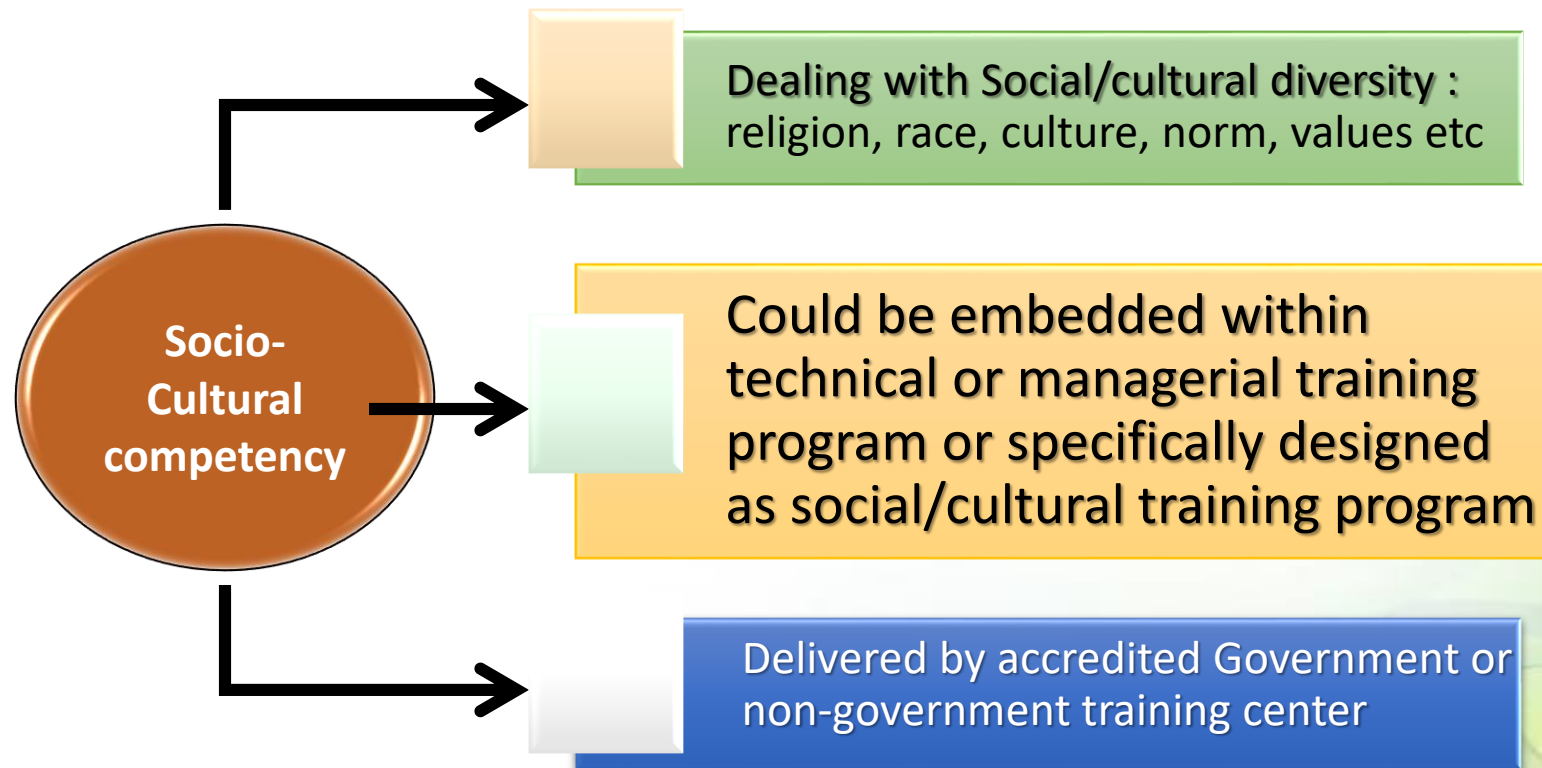
Agenda Leadership and  
Change Management

**Total (119 days)**  
**On Campus (29 days)**  
**Off Campus (60 days)**

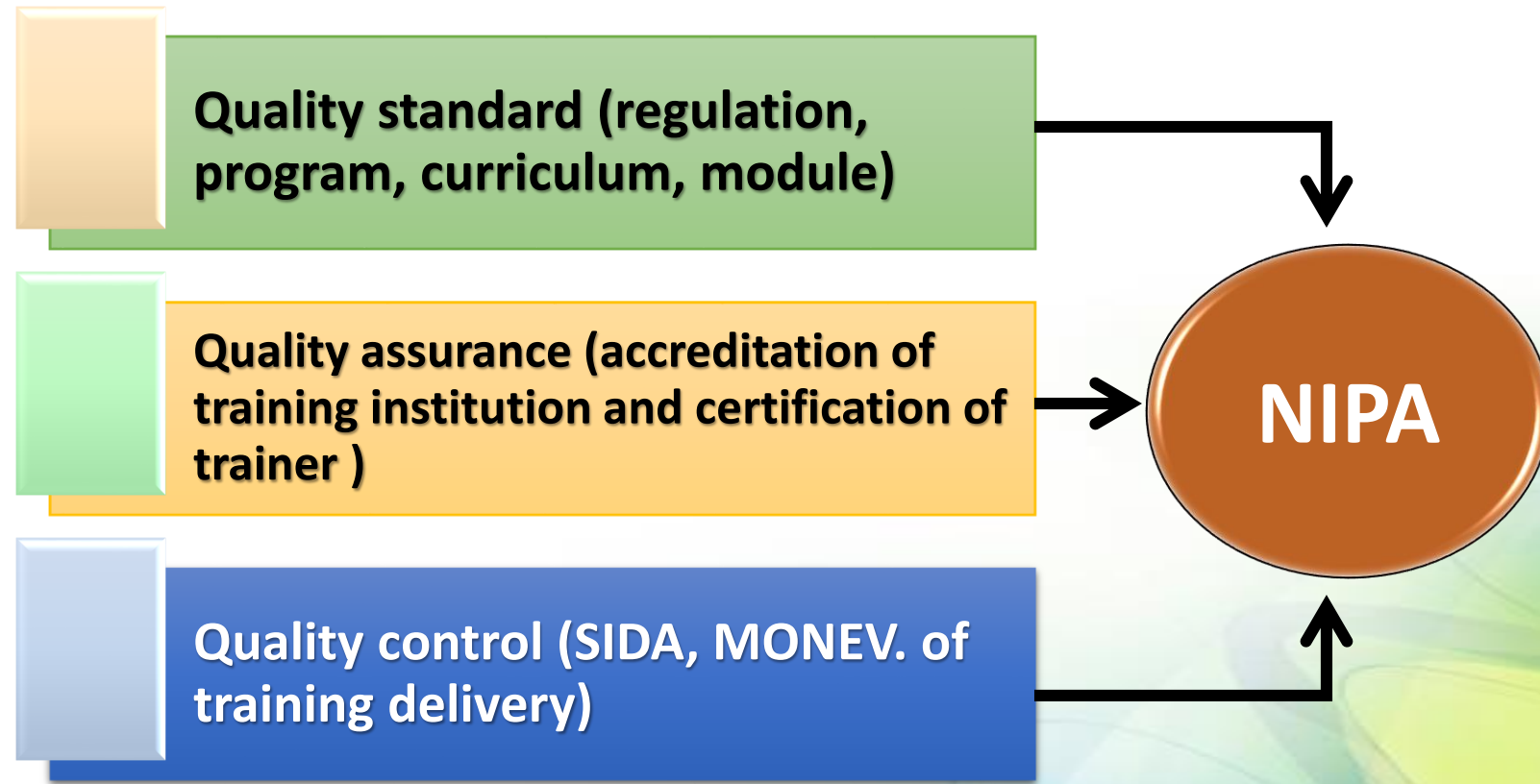
Pre-Training	AGENDA I ON CAMPUS KLASIKAL (5 weeks)		AGENDA II OFF CAMPUS (3 months = 60 working days)	AGENDA III ON CAMPUS (6 days)
Choosing strategic issues	Leadership Cacpacity & Change Management	Designing Action Plan on Bureaucratic Reform	Implementing Action Plan on Bureaucratic Reform	Action consolidation and Evaluation



# Training Policies for Socio-cultural competency



# TQM on Civil Service Training



# Civil Service Training at Sub National Level

