

#recercaEAPC

The impact of digital change on human resources in public administration

ACCOMPLISSH Co-creACTION Summit

Barcelona, January 2019

Public Administration School of Catalonia (EAPC)

- Cross-cutting organisation within the Catalan Government answering to the Ministry for Digital Policy and Public Administration
- Generation of knowledge
- Training of public officials
- Promotion of research on public administration and public policies

Secretariat-general for Administration and the Civil Service

2017-2018



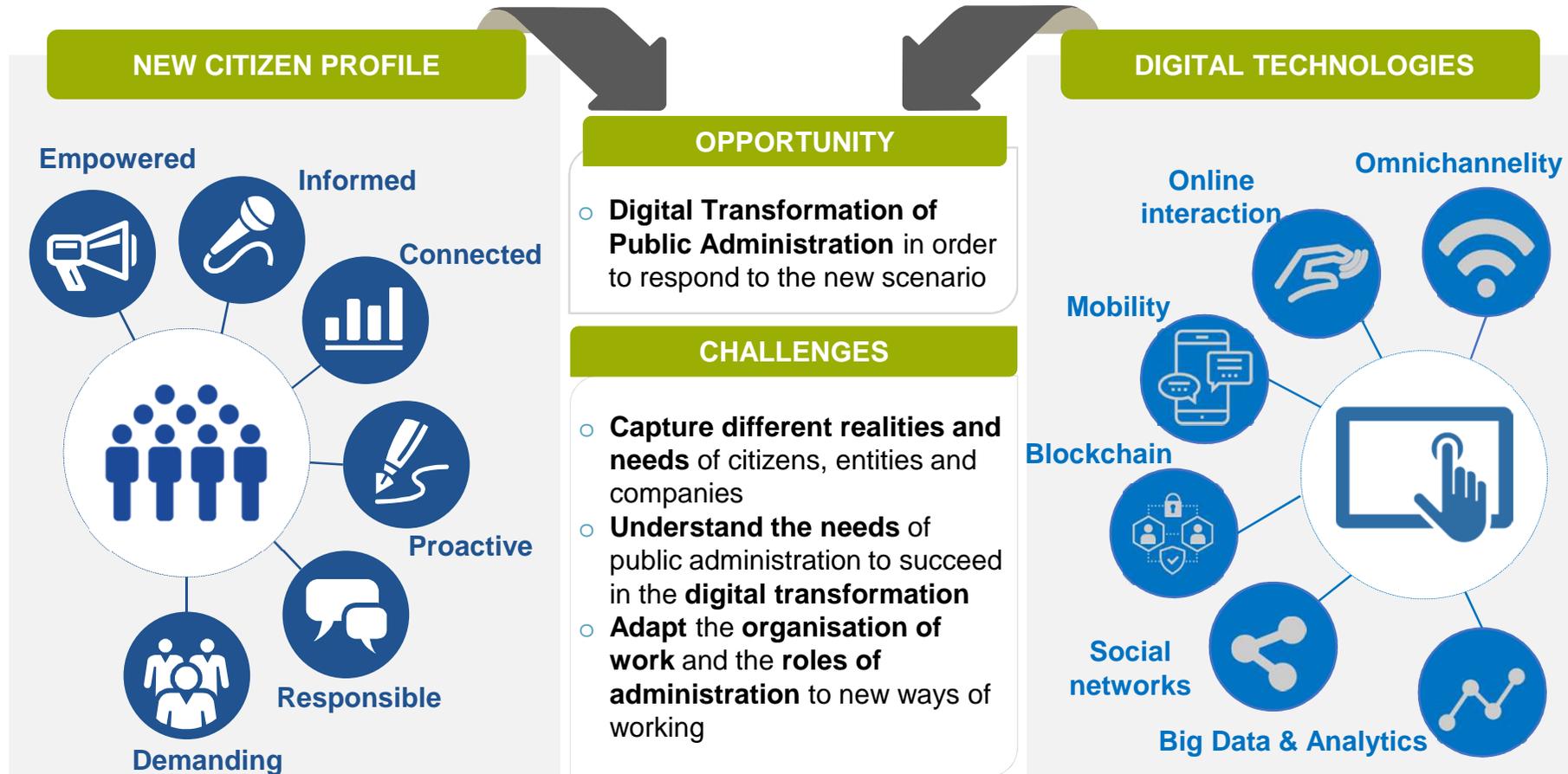
Cross-cutting work group for the
Analysis of the Implications of Digital Transformation on the Human Resources of Public Administration

EAPC represented by Deputy-director for Research and Senior Management Training

EAPC digital change & HR

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New social and technological scenario



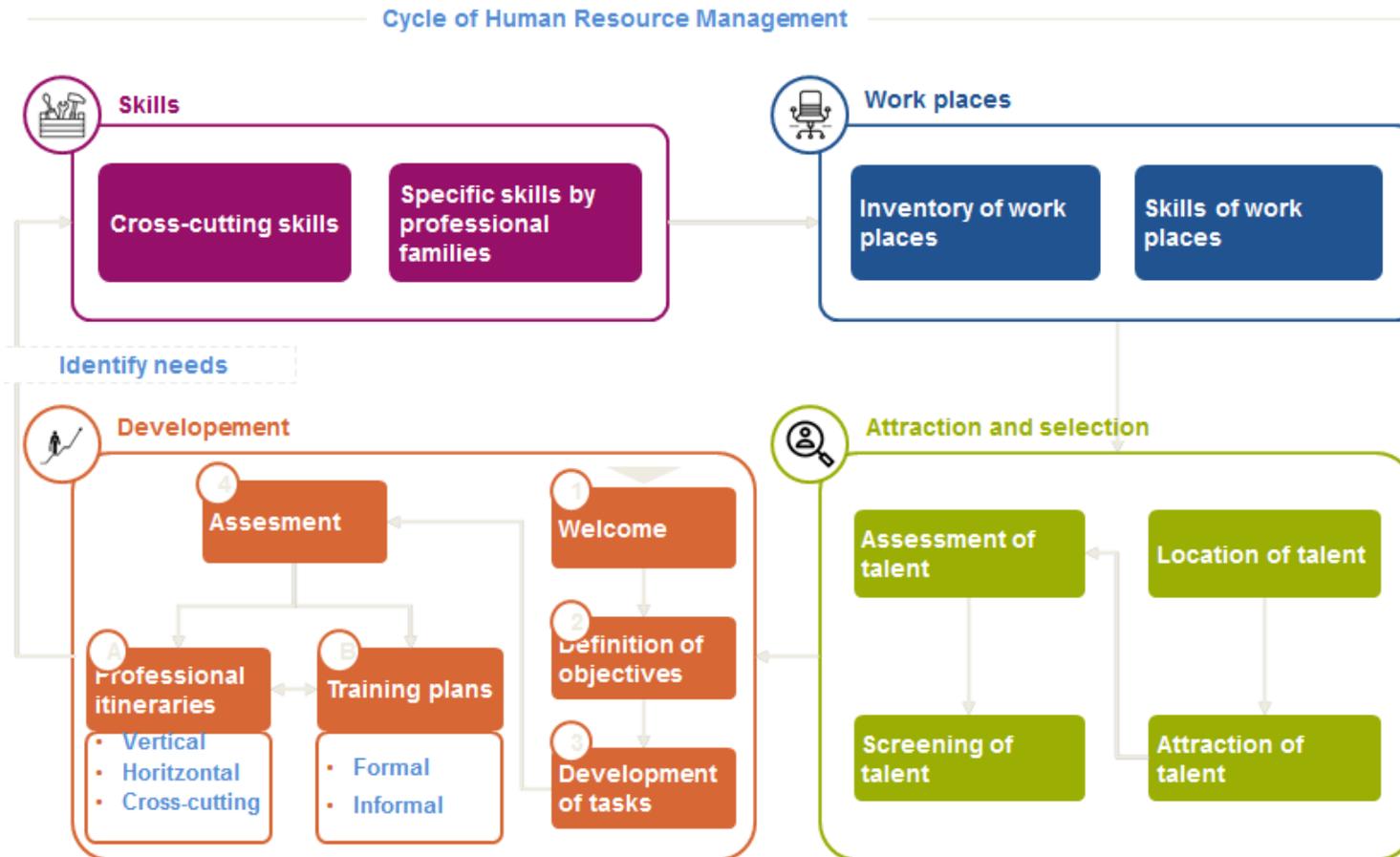
Some key ideas:

- Central role of citizens, organisations and businesses
- Public administration as a producer of public value for society
- The success of the Administration should be measured on the basis of social return



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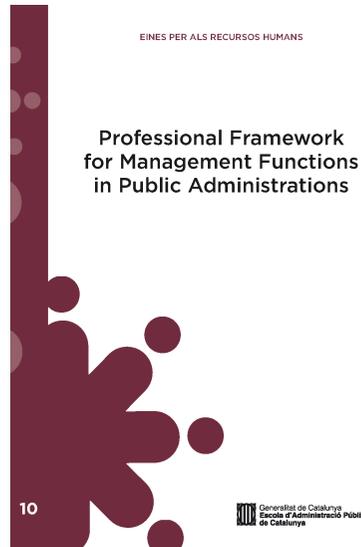
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Skills

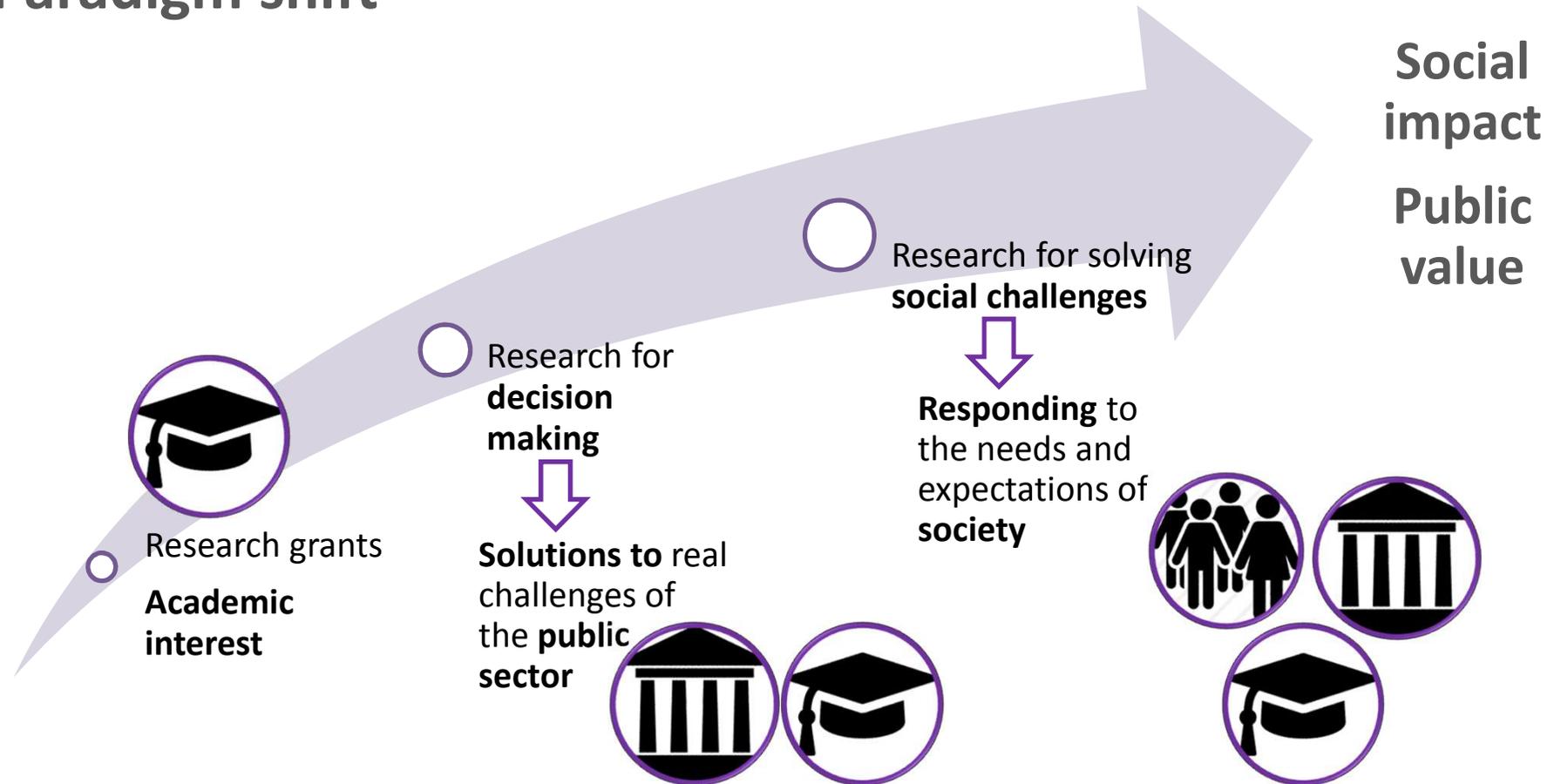


Development



- Development programme for managers
- Knowledge management
- Tools for better-informed decision making

Paradigm shift



Paradigm shift



EAPC research driver

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Phases

Identifying the challenge – finding the owner



Stakeholder mapping



Establishing research priorities with cocreation methods



Research project procurement



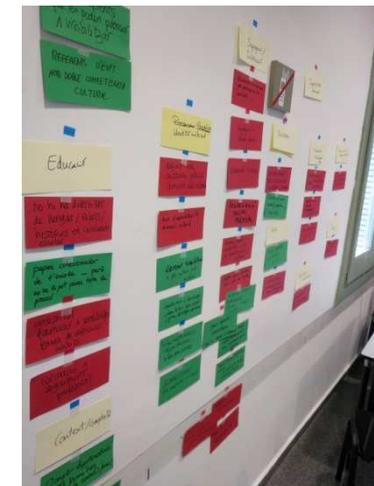
Research



Implementation of results and evaluation

Pilot projects

- Identity-building processes of youth born within migrant families
- Organisation and governance of the Catalan public sector



What we need – lessons learnt

- The challenge
- Commitment from decision makers: “*the challenge owners*”
- Involvement from the scientific community
- Engagement of all stakeholders

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Thank you

www.eapc.cat

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Barcelona, January 2019