

2016 Global Public HRD Conference

[Main Theme]

Enhancing the roles of civil servants' educational institutions in driving government innovation forward

[Background]

In the 21st-century knowledge-based society, the speed of change is accelerating, and countries continuously face a variety of challenges in proportion to the speed of change. To effectively address such change and challenges, government innovation must be implemented in a systematic way. Given that successful government innovation depends on civil servants' capacities, education systems innovation aimed at strengthening officials' capacities should also be implemented.

This conference aims to explore and formulate strategic initiatives to enhance the roles of civil servants' educational institutions in driving government innovation forward. The key words of the three sub-themes of the conference are **innovation**, **practices**, and **cooperation**.

The first session explores innovation in educational systems in response to an education paradigm shift. The second session provides an opportunity for civil servants' educational institutions from the participating countries to share experiences and best practices. The third session deals with policy measures for promoting international cooperation among the institutions.

[Session I Sub-theme]

Seeking innovation in civil servants' educational systems in response to the paradigm shift from training to human resources development

[Background]

In the 21st-century knowledge-based society, the education paradigm has shifted from traditional training that merely delivers piecemeal knowledge and skills to the higher-level of human resources development, which focuses on creativity and problem-solving abilities.

According to experts in this area, there are four recent HRD trends: ① institutions must play a **strategic function** by emphasizing organizational culture and values, ② governments must hire and foster **core talents** who can greatly enhance organizational success ③ institutions must provide the **competency-based education** that the officials need for effective execution of duties, ④ institutions must provide **client-oriented customized education**.

Taking the paradigm shift and HRD trends into consideration, in this session of the conference, participants will discuss strategic initiatives for innovation in education systems.

Regarding innovation in education systems, some examples are as follows: ① From supplier-centered to client-centered education; ② from large-sized classroom education to participatory- and discussion-oriented education and field-based education; ③ from fragmentary education for gaining knowledge and skills to problem solving-oriented education and practice-oriented education, including mentoring and coaching; ④ from offline education that is conducted separately from e-learning to flipped learning that combines offline education and e-learning; ⑤ from textbook-based education to multi-media utilizing education; ⑥ from providing a simple survey on participants' satisfaction with the program to conducting surveys that aims to measure improvements in performance after education such as the applicability of learning.

[Session II Sub-theme]

Sharing of experiences and best practices by the civil servants' educational institutions in the participating countries

[Background]

This session provides an opportunity for the participants to share experiences and best practices.

The strategies for civil servants' capacity building and education systems innovation aimed at driving government innovation forward are likely different in the participating countries according to their degree of national development, political environment, cultural values, and other factors.

In this aspect, it is very meaningful for the participating countries to share various experiences and best practices in the innovation of their education systems.

[Session III Sub-theme]

Pursuing international cooperation among the institutions

[Background]

Even as the participants share experiences and best practices, it is also important to secure future cooperation and sustainable development in terms of network management and connectivity.

In this vein, this session aims to discuss cooperation methods in the area of public HRD, such as information exchanges, joint research activities, and the hosting of international conferences.

Also, civil servants' educational institutions have so far engaged in cooperation activities mostly on a bilateral level but rarely on a multilateral level. Therefore, it will be significant to talk about the possible organization of an multinational consultative body in a bid to strengthen cooperation among the participating countries.