


Ref. 18-4050-009								
Project title		NATIONAL ASSESSMENT CENTRE AND RELATED DIAGNOSTIC TOOLS FOR THE NSG						
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by candidate (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
	South Africa	162.800 EUR	40%	1	EU Delegation	EU Delegation	October 2018 – October 2018	IBF International Consulting
Detailed description of project						Type of services provided		
<p>The National School of Government (NSG) follows a traditional training cycle in the execution and implementation of its core function and work. The organisation identified a need to improve the training, development and learning needs analysis parts of its core function. This is seen as key to informing the further stages in the training cycle and will improve the NSG's ability to report on the qualitative outcomes and impacts of its training and development interventions in the public sector.</p> <p>The NSG liked to be implemented and positioned as a national assessment centre for the public service to contribute towards building a capable state, responsive to the needs of all its citizens and the promotion of national interest, accountability and transparency in service delivery, and utilising public resources in an effective and efficient way.</p> <p>The assignment contained the development of an implementation plan as well as various options for establishing, structuring, costing, resourcing and operating such an assessment centre. Also required was to develop appropriate and related online diagnostic tools that would allow a dynamic skills database of public service skills. The tool and database were to be supported by a conceptual model and processes that will enable the NSG to identify, map and update learners'/employees' details once training has taken place and to track at individual and organisational levels skills profiles, skill gaps, skills priorities and the overall skills development and improvement over time in the public service.</p>						<p>The services supplied on this project are captured in the following 3 parts:</p> <ul style="list-style-type: none"> <li>✓ Development of various implementation options for the NSG to set-up, structure and operate an assessment centre for the public service;</li> <li>✓ Develop an implementation plan based on the option selected for the NSG to operate the national assessment centre for public servants;</li> <li>✓ Develop an appropriate relevant online diagnostic tool/s that will allow for dynamic database of public sector skills.</li> </ul>		