PROJECT NOTIFICATION

Ref. No.: 21-CP-32-GE-DLN-A-PN2100087-002

Date of Issue	07 October 2021
Project Code	21-CP-32-GE-DLN-A
Title	Self-learning e-Course on Human Resource Strategy for the Public Sector
Launch Date	25 December 2021
Hosting Country(ies)	APO Secretariat
Modality	Digital Learning
Implementing Organization(s)	APO Secretariat
Participating Country(ies)	Open
Overseas Participants	Not Applicable
Local Participants	Not Applicable
Qualifications of Participants	Open
Nomination of Participants	Not Applicable
Closing Date for Nominations	Not Applicable

1. Objectives

   a. Understand the key concepts and components of human resource (HR) management and strategy in the public sector.

   b. Learn about the emerging practices of using data and taking a people-centric approach in public-sector HR strategy and their potential impacts.

   c. Enhance the capability of participants to apply analytical tools and techniques and problem-solving methods to HR-related issues and challenges.

2. Background

The ability of a government to deliver policies and effective services for its citizens depends on the quality of its public servants. Beyond that, governments are also significant employers among APO member countries. The World Bank's Bureaucracy Lab reports that 39% of formal employment in East Asia and the Pacific is in the public sector (World Bank, 2018). This means HR practices in the public sector will directly affect many workers in the region.

Many governments, however, have been facing challenges in designing HR practices to improve employee recruitment, performance, and retention. These challenges are being amplified by trends such as globalization, increasing knowledge work, accelerating technological advances, and rising competition, which make it vital for government institutions to hire and better manage new forms of human capital. The COVID-19 pandemic is compelling governments to consider new ways of working including remote work and HR management under novel arrangements.

HR strategy has therefore become central to supporting public-sector productivity and effective governance. A comprehensive HR strategy should address the various aspects of recruitment, performance management, and staff development. In the modern public sector, HR strategy should be data-based to provide insights on workforce composition and the civil service's ability to recruit, retain, and manage the performance of employees. These are key elements in effective HR planning and management. The people-centric approach is another important HR trend, focusing on employee well-being, involvement, and ownership in alignment with overall effectiveness and productivity.

This course will showcase emerging practices in HR strategy for the public sector related to these trends. It will lay out the principles and components of HR management for public-sector professionals and support decision-making to improve employee recruitment, performance, and retention in the modern public service.

3. Modality of Implementation

   a. The course is offered through the APO e-learning platform: http://eAPO-tokyo.org

   b. Participants should register on this portal and create their own accounts.

   c. Certificates of completion will be provided for those who satisfactorily complete all the modules of the course, including quizzes and a final examination.

4. Scope and Methodology

The course will comprise the following:

Introduction

Module 1:
Overview of HR management and strategy in the public sector

Module 2:
Strategic workforce planning: Recruitment, selection, and placement

Module 3:
Approaches to managing performance and motivation in the public sector

Module 4:
Strategic HR training and development

Module 5:
Organizational design in the public sector: Job classification and designation

Self-assessment quizzes and a final examination

Methodology
Module study, additional study material for participants, quizzes for self-assessment, and a final examination.

5. Requirements

    a. Have necessary devices and software comprising a computer/smartphone, updated browser, microphone, and speaker or headphones.

    b. Access to internet connections.

    c. Completion of all the modules, quizzes, and final examination.

    d. The APO e-certificate will be given to participants who score a minimum of 70% on the final examination.

6. Financial Arrangements

The APO will meet the assignment costs for resource persons to develop the course modules including quizzes and a final examination.

7. Actions by Member Countries

    a. Promote the courses nationwide.

    b. Provide the link to the APO e-learning platform on the NPO's website and social network services.

8. Actions by the APO Secretariat

    a. Identify and assign the resource person(s) to develop the course.

    b. Announce course commencement on the APO website and social network services.

Dr. AKP Mochtan
Secretary-General