



## PROJECT NOTIFICATION

Ref. No.: 22-CP-11-GE-TRC-A-PN2200024-001

<b>Date of Issue</b>	30 March 2022
<b>Project Code</b>	22-CP-11-GE-TRC-A
<b>Title</b>	Training Course on New Technology for Human Resources Management in the Public Sector
<b>Timing and Duration</b>	24–27 May 2022 (four days)
<b>Hosting Country(ies)</b>	APO Secretariat
<b>Modality</b>	Digital Multicountry
<b>Implementing Organization(s)</b>	APO Secretariat
<b>Participating Country(ies)</b>	All Member Countries
<b>Overseas Participants</b>	40
<b>Local Participants</b>	Not Applicable
<b>Qualifications of Participants</b>	Policymakers and government officials, representatives of government enterprises, and staff of public organizations working on human resources management and development for the public sector and public service
<b>Nomination of Participants</b>	All nominations must be submitted through National Productivity Organizations of member countries
<b>Closing Date for Nominations</b>	6 May 2022

## 1. Objectives

- a. Introduce the principles and practices of effective human resources (HR) management in the public sector in light of pervasive changes in work environments and styles.
- b. Learn about various tools and frameworks for integrating new technological solutions into HR functions.
- c. Share practical examples and experiences of HR management technology applications among APO members.

## 2. Background

Sound HR management is key to building high-performance organizations. Qualified, motivated employees are closely tied to overall organizational productivity. This holds true for both the public and private sectors. The global pandemic and other trends have accelerated the adoption of technology into working life. Many organizations have teams working virtually in some way, whether it is with distributed teams, remote managers, or other hybrid models. These changes are accompanied by evolving practices in recruitment, training, performance management, and workforce planning. The private sector has led the integration of new technology solutions into HR functions, but public-sector managers need to follow suit and adapt these technologies to their context.

HR technology is one of the keys in ensuring that governments can attract, retain, and develop talent in the 21st century. However, the public sector lags behind the private sector in this. The technology available includes cloud-based HR tools, AI-based solutions, and advanced people analytics. They can be used across different stages of HR management such as recruitment, training, engagement, and performance management. Beyond productivity, these tools can be used to improve employee well-being.

This training course aims at enabling managers and HR personnel to navigate the range of HR tools for use in the public sector. It will include exposure to new HR technology and tools, their potential benefits, and frameworks to integrate them in systematic, culturally sensitive ways. Participants will be encouraged to think practically about the role of technology in HR management.

## 3. Scope, Methodology, and Certificate of Attendance

The duration of each day's sessions will be around three hours comprising presentations by experts, group discussions, and other relevant learning methods. The indicative topics of the presentations are:

Day 1:

- Overview of HR management and technology in the public sector
- Exploring new tools for workforce planning: Recruitment, selection, and placement

Day 2:

- HR platforms for talent development and performance management
- The work design approach to integrating new workplace technology

Day 3:

- Predictive analytics for HR in the public sector
- HR software for employee wellness management

The detailed program and list of speakers will be provided two weeks prior to the sessions with announcement of the names of the selected participants.

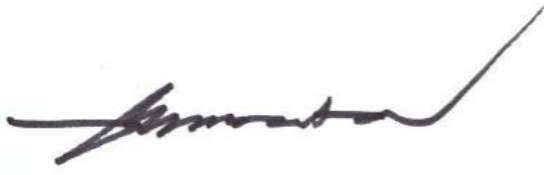
The participants are required to attend all sessions. This full participation is a prerequisite for receiving the APO certificate of attendance.

## 4. Financial Arrangements

The APO will meet the assignment costs for overseas and local resource persons, and for a virtual site visit(s), either broadcast live or recorded as applicable.

## 5. Implementation Procedures

Please refer to the implementation procedures for APO digital multicountry projects circulated with this document.

A handwritten signature in black ink, appearing to read 'Mochtan', with a long, sweeping underline that extends to the right and then curves upwards.

Dr. AKP Mochtan  
Secretary-General