Spain – Skills for public sector innovation

Context

The Spanish Institute for Public Sector Innovation (INAP) is an autonomous body responsible for the training of civil servants at all levels. INAP introduced a Department of Public Sector Innovation in 2018 to support the institute’s mission to transform the Spanish public administration and better address the needs of citizens. One of the key areas of concern for the new department is new skills for the civil service, linked to the work that the institute is carrying out on the Sustainable Development Goals Agenda, digitalisation, social change and new realities.

Good practice

In this framework, the department is working to improve innovation skills in four areas:

1. establishment of a common methodology for the detection of training needs
2. preparation of skills models for different professional profiles
3. promotion of an approval and certification model for qualifications valid for all administrations (national and regional)
4. development and application of evaluation methodologies acquired formally and informally.

The department’s work aims to contribute to INAP’s ambition to become increasingly democratic, inclusive, diverse, sustainable, representative and aligned with the society it serves. To serve this purpose, focus is given to improving its selection processes and attracting valuable and diverse (highly skilled) talent, learning values, competencies and skills of public servants, and reflection and research on the challenges facing the state and its public administrations within a framework of partnerships.

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