



Gap analysis of training needs in Slovakia



Public Procurement Principle: **Integrity**



Procurement Stage: **All phases**



Audience: **Procuring entity, Civil society, Private sector**

Description

The OECD conducted a targeted training gap analysis exercise featuring detailed discussions with key individuals in Slovakia. The analysis was not restricted to the capability gaps of the workforce – it also explored the effectiveness of the institution's entire training programme, including the employees who were targeted, the training methods used, and how applicable the training content was for the areas in greatest need of development. A gap analysis was conducted using a questionnaire that sought to capture the current training situation. The questionnaire focused on three dimensions, each identified as being significant in determining the capability of the procurement workforce. Sample questions have been provided for each of the three dimensions below:

- Characteristics of the procurement workforce:
 - Is the procurement workforce clearly identified?
 - How is the workforce composed?
 - What is the typology of the public procurement workforce in terms of professional experience?
- The performance of the procurement system:
 - What is the share of procurement operations subject to open tender?
 - How many instances are there of irregularities leading to financial corrections?
 - What are the main grounds for challenges and complaints?
 - Which secondary policy objectives are most frequently implemented (green procurement, innovation, support to SMEs, etc.)?
- The training system in place:
 - Are there eligibility criteria for training participants?
 - How visible are training opportunities to staff members?
 - Are training courses structured according to seniority or according to different roles in the procurement life cycle?
 - What subjects are currently included in the training curriculum?
 - What types of delivery models are available (in-class, e-learning, distance learning) and are classes a mix of theory and practice?

- What is the frequency of trainings and are there mandatory hours/events for staff to attend?
- Is feedback collected from training participants?

This analysis enabled a thorough assessment of the existing trainings, their content and structure, and perceptions from both trainers and trainees. Fifty responses were gathered from trainers and participants, allowing for the identification of areas in greatest need of focus. Thirty-five individuals from 20 different entities were interviewed to discuss responses in more detail and investigate further training needs.

Source: OECD (2021), Public Procurement in the State of Mexico: Enhancing Efficiency and Competition, OECD Public Governance Reviews, OECD Publishing, Paris, <https://doi.org/10.1787/cc1da607-en>

