

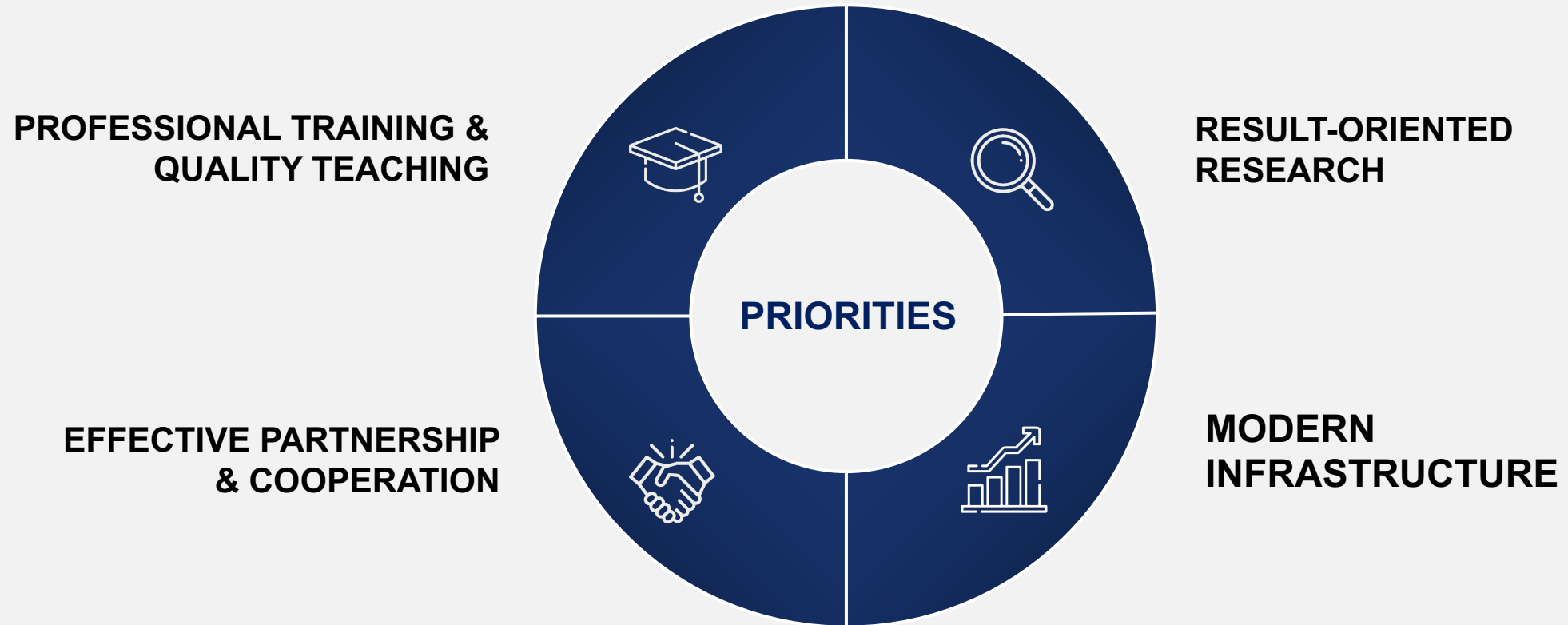


АКАДЕМИЯ ГОСУДАРСТВЕННОГО УПРАВЛЕНИЯ  
ПРИ ПРЕЗИДЕНТЕ РЕСПУБЛИКИ КАЗАХСТАН

**“Current issues of e-learning in the system of  
professional development and retraining of civil  
servants of the Republic of Kazakhstan”**

**Nur-Sultan city, 2021**

# STRATEGIC PRIORITIES



# SHORT-TERM TRAINING PROGRAMS



**RETAINING COURSES FOR  
FIRST TIME ADMITTED TO  
ADMINISTRATIVE CIVIL  
SERVICE**



**RETAINING COURSES FOR  
FIRST TIME ASSIGNED TO A  
LEADING ADMINISTRATIVE  
PUBLIC POSITION**



**PROFESSIONAL  
DEVELOPMENT PROGRAMS  
(WITH KAZAKHSTANI  
SPEAKERS)**



**PROFESSIONAL  
DEVELOPMENT PROGRAMS  
(WITH INTERNATIONAL  
SPEAKERS)**



**DISTANCE  
LEARNING**

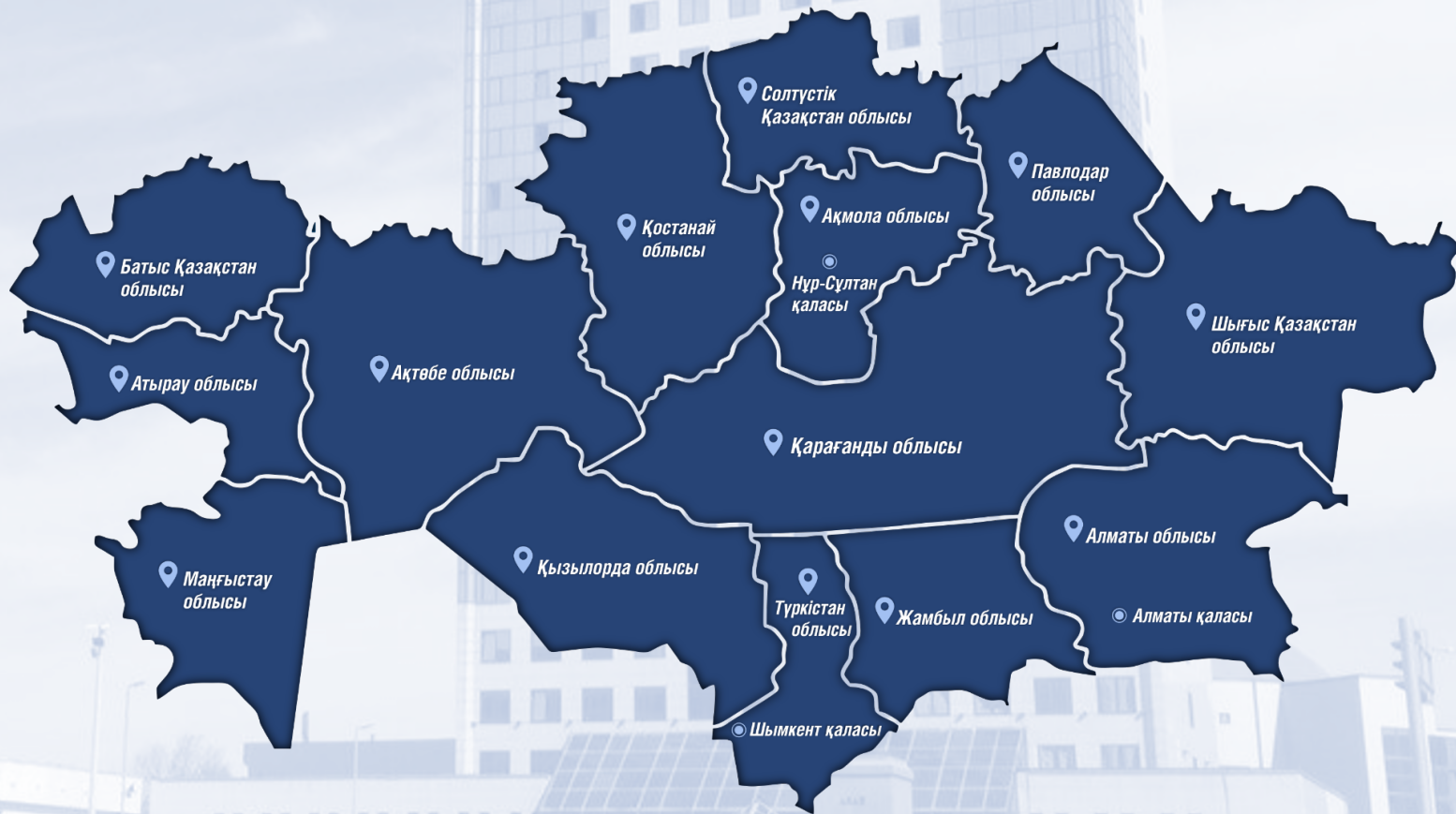
## **THE LAW OF THE REPUBLIC OF KAZAKHSTAN "On civil service of the Republic of Kazakhstan"**

### **Article 34. Training of civil servants**

1. Training of administrative civil servants includes training, retraining and professional development of civil servants.
2. Administrative civil servants undergo advanced training at least once every three years.



# THE DEVELOPMENT OF THE ACADEMY BRANCHES



**30033 civil servants have been trained in 2020**

(from which **1/4** - in the Academy,  
**23231** – in Academy branches)

**80% - online,  
20% - offline**

**Satisfaction by the quality  
of training programs–  
96,4%**





# SHIFT TO ONLINE TRAINING PROGRAMS

Learning process consists of 3 stage and administered on Moodle



## Pre-Module

Stage when participants get an access to the platform where they get an opportunity to get through the materials before the training program (speaker's Bio, program, materials, etc.)



## OnLine Module

The main stage which is held in format of webinars – interactive discussions, group & individual work, case-studies, projects design, online-marathons, tests, etc. in a real time format. This stage is held on Zoom and/or Microsoft Teams platforms



## Post-Module

The stage of postprogram support of the participants where they can get additional consulting, provide feedback within 2 weeks after the training program

Hours for pre-module and post-module do not apply for general amount of academic hours of the training program/course

# SHIFT TO ONLINE TRAINING PROGRAMS

INSTRUCTIONS  
FOR PARTICIPANTS  
OF PROFESSIONAL  
DEVELOPMENT  
PROGRAMS AND  
RETRAINING  
COURSES



QAZAQSTAN RESPÝBLIKASY  
PREZIDENTINİŇ JANYNDAĞY  
MEMLEKETTİK BASQARY AKADEMIASY



apa.kz

INSTRUCTIONS  
FOR HR SPECIALIST  
OF GOVERNMENT  
AGENCIES



QAZAQSTAN RESPÝBLIKASY  
PREZIDENTINİŇ JANYNDAĞY  
MEMLEKETTİK BASQARY AKADEMIASY



apa.kz

# DISTANCE LEARNING



*Programs are formed on the basis of modern trends and key needs*



*During the course, the participant independently gets acquainted with the uploaded content, after which he completes assignments (tests, written assignments, etc.)*



*Experts, trainers with foreign education / experience in national companies / teaching experience*



*Courses are held on the Moodle platform*



*Video content is uploaded to open platforms (Youtube)*



*The system is integrated with Microsoft Teams, Turnitin, etc.*



*At the end of the course, an electronic certificate is generated*



КАЗАҚСТАН РЕСПУБЛИКАСЫ  
ПРЕЗИДЕНТІНІҢ ЖАҢЫНДАҒЫ  
ЖИЫНЕТТЕ БАСҚАРУ АКАДЕМИЯСЫ



PREZIDENTTIK JASTAR KADR REZERVİ

## СЕРТИФИКАТ

**Әбдімәулен Диас Ғаниұлы**

«Тіімді басшы: Мінсіз команда құруға 7 қадам» (оның ішінде 3 сағаты латын графикасы негізіндегі ресми жазылым)

тақырыбында біліктілігін арттыру семинарының бағдарламасын  
24 академиялық сағат көлемінде нәтижелі аяқтағаны жөнінде куәландырады

Вице-ректор

А. Ақтымбаева

2020 жылғы 21 - 23 қаңтар



Тіркеу № R00001

Нұр-Сұлтан

# DISTANCE LEARNING COURSES



## Courses offered:

- ✓ Time management and personal efficiency
- ✓ Anti-corruption policy
- ✓ Quality management of public services
- ✓ Ethics in public service
- ✓ PRO Budget
- ✓ Public Sector Performance Management
- ✓ Project management. Preparation for ISO 21500 certification
- ✓ Project management. General course
- ✓ Official correspondence based on Latin script
- ✓ Finance for non-financiers
- ✓ Effective energy management
- ✓ The practice of using public procurement for customers / organizers
- ✓ English for intermediate, upper-intermediate
- ✓ Fundamentals of tax regulation, etc.

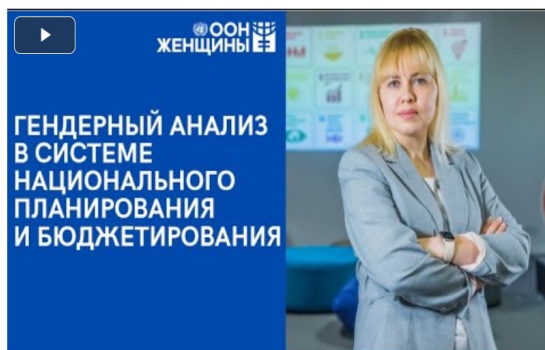


## Гендерный анализ в системе национального планирования и бюджетирования

- Участники
- Оценки
- Общее
- Модуль 1. Гендерное равенство и гендерный подход
- Модуль 2. Гендерное бюджетирование и управление, ориентированное на результат
- Модуль 3. Гендерный анализ как базовый этап внедрения гендерного бюджетирования
- Модуль 4. Внедрение гендерного подхода на всех этапах бюджетного процесса
- Модуль 5.

## Гендерный анализ в системе национального планирования и бюджетирования

Личный кабинет / Курсы / Гендерный анализ в системе национального планирования и бюджетирования



**Уважаемый слушатель!** Для успешного прохождения курса Вам необходимо просмотреть все видеоматериалы и выполнить задания согласно инструкциям. Пороговый балл для успешной с тестовых заданий - 50%. Для прохождения каждого теста дается 3 попытки. Слушатели, успешно выполнившие все задания, получат сертификат об успешном прохождении курса. Слушатели, выполнившие одно из заданий, будут отчислены. Вопросы по технической части работы портала просим направлять **посредством JivoSite (в правом нижнем углу)**, заполнив соответствующую форму. После окончания курса Вы сможете скачать сертификат здесь: <https://certificate.apa.kz/>

- Зеленая экономика и низкоуглеродное развитие
- Участники
- Оценки
- Общее
- 1 Модуль
- 2 Модуль
- 3 Модуль
- 4 Модуль
- 5 Модуль
- Дополнительные материалы
- ИТОГОВОЕ ТЕСТИРОВАНИЕ
- АНКЕТИРОВАНИЕ
- Личный кабинет
- Домашняя страница
- Календарь
- Личные файлы

## ЗЕЛЕНАЯ ЭКОНОМИКА И НИЗКОУГЛЕРОДНОЕ РАЗВИТИЕ

Личный кабинет / Курсы / Зеленая экономика и низкоуглеродное развитие



MINISTRY OF ECOLOGY, GEOLOGY AND NATURAL RESOURCES OF THE REPUBLIC OF KAZAKHSTAN

Введите сообщение

Здравствуйте. У вас возникли вопросы? Мы с удовольствием ответим!

Отправьте нам сообщение

Бизнес-мессенджер

## Implemented courses in 2021:

- ✓ Green economy and low carbon development
- ✓ Gender analysis in the system of national planning and budgeting (in Kazakh and Russian languages)
- ✓ Digital civil servants (for industry experts - in Kazakh and Russian)
- ✓ Digital civil servants (for specialists - in Kazakh and Russian languages)
- ✓ Digital civil servants (for managers - in Kazakh and Russian)



[www.apa.kz](http://www.apa.kz)



# KEY ONLINE PROJECTS 2020 – 2021



The **"Leader of the New Formation"** program for political officials (global vision, effective communications, transformational leadership)



**Special retraining courses for civil servants of Corps "A"** (strategic vision, systems management, adaptive leadership)



**"Improving the efficiency of civil servants in conditions of uncertainty"** (jointly with UNDP, 1,006 civil servants were trained, including 391 civil servants with special needs)



**Corporate training programs** for employees of the Ministry of Justice of the Republic of Kazakhstan - "Transformation of the activities of a government agency" and for employees of the Ministry of Digital Development and Aerospace Industry of the Republic of Kazakhstan "Strategic and Budgetary Planning" using assessment tools and coaching technologies



**Training and international certification of more than 400 auditors** (jointly with the Ministry of Finance of the Republic of Kazakhstan and the Association of Chartered Certified Accountants (ACCA))



The project **"Green Economy and Low-Carbon Development"** jointly with the Ministry of Ecology, Geology and Natural Resources of the Republic of Kazakhstan, UN PAGE, GIZ to train 700 civil servants, including civil servants of Tajikistan, Kyrgyzstan, Uzbekistan, Turkmenistan.

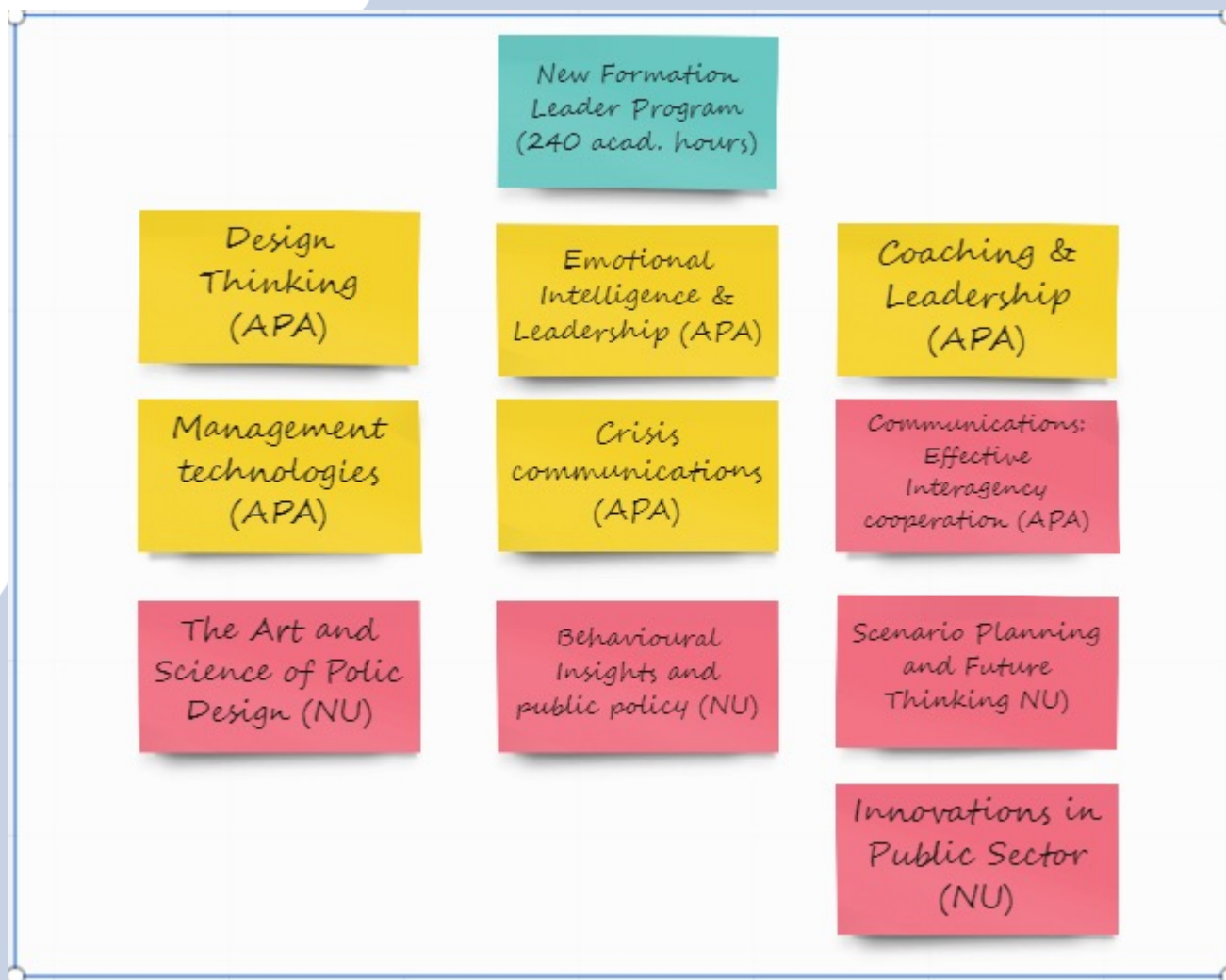


A project on raising awareness of civil servants the main provisions of the **Administrative Procedural and Process-Related Code of the Republic of Kazakhstan**, which comes into force on July 1, 2021: (68 933 civil servants)





# The Map of the Program “The Leader of a New Formation”



Key aims of the program

Improve personal efficiency  
Upgrade skills



Key elements

Project-based learning  
Interconnection of modules

## Miro boards

1 group -

[https://miro.com/app/board/o9J\\_kli5pj4=](https://miro.com/app/board/o9J_kli5pj4=/)

2 group -

[https://miro.com/app/board/o9J\\_kliBlus=](https://miro.com/app/board/o9J_kliBlus=/)



# The Map of the Program

## "Improving the efficiency of civil servants in conditions of uncertainty"

2 DAY

DIGITAL SKILLS AND SOLUTIONS  
FOR REMOTE WORK

PRODUCTIVITY MANAGEMENT IN  
A NEW CONDITIONS

1 DAY

EFFECTIVE ONLINE  
COMMUNICATIONS

EMOTIONAL  
INTELLIGENCE

ADAPTIVITY TO CHANGE



*The aim of the project - Formation civil servants key skills  
to improve their performance in the face of uncertainty*



MINISTRY OF ECOLOGY, GEOLOGY  
AND NATURAL RESOURCES  
OF THE REPUBLIC OF KAZAKHSTAN



Distance Learning

Introduction to Green Economy

Introduction to human-centred approach and  
Design & System Thinking

Basics on miro.com



## 14 June - 23 July 2021 - Online module (Zoom)

Monday  
(5h)

Tuesday  
(5h)

Wednesday  
(5h)

Thursday  
(5h)

Friday  
(5h)

Before lunch  
(60 people)

Afternoon  
(60 people)

Practical workshop on Green economy

– Design thinking – Design thinking

Practical workshop on Green economy

Design thinking Design thinking

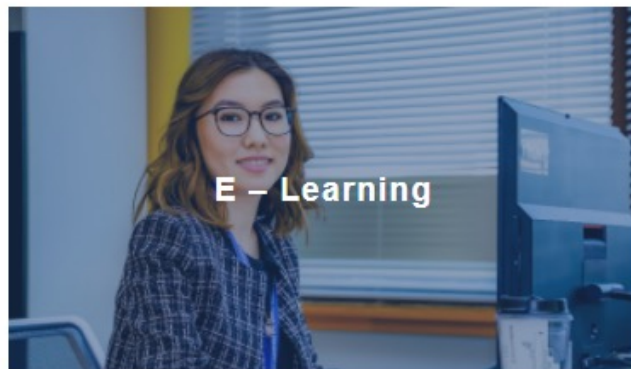
One of the main objectives of this project is to increase efforts to strengthen cooperation between civil servants of Kazakhstan and other Asian countries for the effective implementation of the policy of transition to a green economy.

## The Map of the Program “Green Economy & Low-Carbon Development”





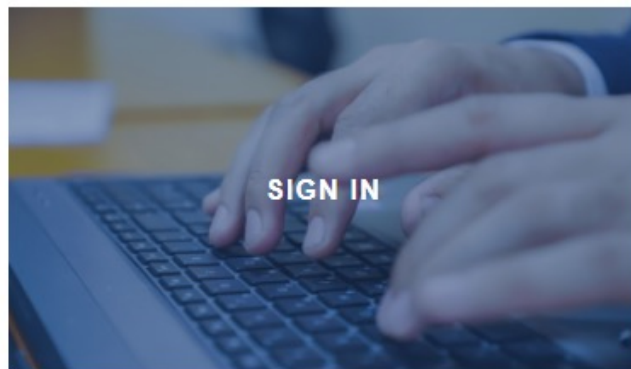
## Online learning



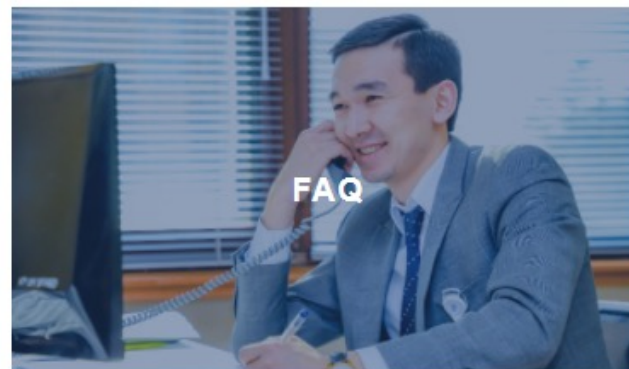
E – Learning



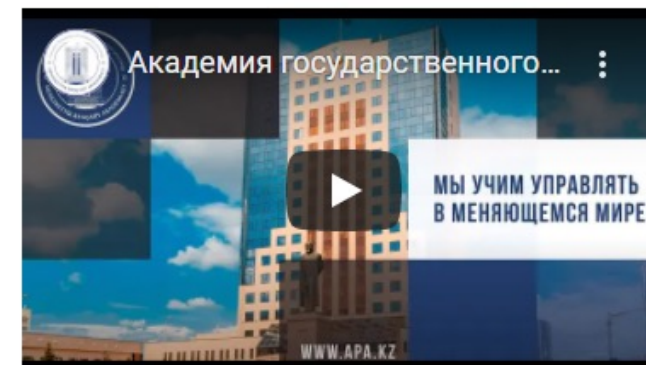
EDUCATIONAL PROGRAMS



SIGN IN



FAQ



SCHEDULE

USER MANUAL

CIVIL SERVANTS

INDIVIDUALS

PRICE

AGREEMENT

REGISTRATION





**THANK YOU!**



[www.apa.kz](http://www.apa.kz)