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Maria Anthonette Velasco-Allones, CESO I
Executive Director, CESB
Conversation Map

**Context**
- The Career Executive Service
- Contextualizing The Academy

**Outcomes & Impact**
- Integrating The Academy
- Evaluating the Academy

**Next Steps**
- The Academy Partners’ Strategic Directions
Context: The Philippine CES

- The Philippine Career Executive Service is a pool of well-selected senior executives who provide policy continuity and program stability.

- The CES Board manages recruitment, capacity enhancement, performance improvement, morale and welfare promotion of CESOs.
Context: Integrating The Academy

Aligned aspirations
ICT as a means to improve governance and achieve development goals

Synchronized strategy
Building ICT management capacities

Congruent commitments
Context: Integrating The Academy

- roll out started in February 2009
- preparatory activities included:
  - Aligning the Academy Modules with the CES National ICT Competency Standards
  - Customizing the Academy to suit local training needs through FGDs, pilot training sessions
  - Obtaining political support through government approval to implement The Academy
Outcomes

- Integrating the Academy in CES Core Programs

  1) **Recruitment**: 20 questions on ICT in the CES written qualifying exam with Academy modules as basic reference.

  2) **Performance management**: ICT-based innovation now a separate category in our annual Presidential recognition program for outstanding career executives.
Outcomes

- Integrating the Academy in CES Core Programs

3) **Training and Career Development:**
   - ICT management now included as one of the core competencies in the new CES Competency Framework/Grid.
   - The Academy has been ADOPTED as a compulsory course of the mandatory Executive Leadership Program.
Outcomes

- Integrating the Academy in CES Core Programs

3) **Training and Career Development:**
   - attendance in Academy training confers training credits required for promotion in rank of career officers
   - Academy modules as topics in half-day CES C.I.R.C.L.E. forums/learning sessions every month, nationwide
Outcomes

- 272 senior government career executives have been trained in 6 training sessions from 2009-2010

- 1,700++ career executives have attended bite-sized learning sessions/forums on The Academy’s Modules
The Academy RP Album

30 senior trainers pose with Dr. Suk Rhee upon closing of 1st Academy Roll Out Workshop in Tagaytay City, Feb 17-19, 2009
The 2nd Academy Roll-Out : Naga City

51 career executives were trained as part of the Executive Leadership Program in July 2009.
The 2nd Academy Roll-Out: Naga City

Participants ENJOY hands-on sessions
Academy Learning Session: General Santos City

79 participants in attendance, 07 October 2009,
3rd Academy Roll-out: Bohol

39 senior executives completed the Academy in Bohol, Region 7, October 25-27, 2009,
2010 Academy Roll-out

4th Session in Naga City, April 22-30, 2010
2010 Academy Roll-out

5th Session in Naga City, August 12-20, 2010
2010 Academy Roll-out

6th Session in Metro Manila  October 5-10, 2010
Evaluating the Academy

- Content feedback:
  - Strategic value of ICT as a management tool
  - Use of ICT in improving service delivery
  - Link of ICT/e-governance to development

- Process/delivery feedback
  - Need for longer time
  - Increase hands-on activities; practical applications
  - More country-specific case studies
  - Workshop forum format rather than lecture
“Applying” the Academy

😊 computerization of information system to generate patient data
>>> accounting and research information
>>> optimize IT applications in my institute
>>> follow through trainings
>>> start an audit of agency’s IT and business plans
>>> attempt to design our office (regional level)
enterprise architecture
>>> draw our business process and HR department
>>> use ICT in the hospital setting
>>> updating of bidding system
>>> computerize critical operation in accounting, billing and collection
>>> integrate appropriate technologies in the organizational functions
>>> develop database to facilitate access to important, relevant information
>>> recommend to others the Academy modules
>>> help develop other ICT champions 😊
Academy impact

- Instilling heightened confidence among career executives to use ICT as a leadership and management tool.

- Immediately utilizing frameworks and concepts learned in various government agency operations, making a "great difference in terms of performance."

- Connecting ICT to improved governance -- "The impact of ICT in running agencies – effectively, efficiently and proactively."
Academy impact

- Awakening urgent sense to contribute to nation building – “Global concerns with ICT because it makes me realize how far we have lagged behind with other countries.”

- Doing away with red tape by using ICT in service delivery to citizens – “my learning resulted in abbreviated procedures and made access to data faster and efficient”.

- 2008 pilot class helping indigenous tribe in Northern Luzon in their community-based e-learning program.
Next steps

- Updating of Customized Academy Modules, 1\textsuperscript{st} Q, 2011
- Expanding and strengthening accreditation system for delivery of Academy modules, 2011
- Institutionalizing Laboratory Visits to Agency ICT Best Practices, 2\textsuperscript{nd} to 4\textsuperscript{th} Q, 2011
- Documenting and compiling E-Governance Best Practices in the Philippines, 3\textsuperscript{rd} to 4\textsuperscript{th} Q, 2011
- Establishing the Philippine E-Gov Academy, 2011 to 2012
Academy Partners’ Strategic Directions

- Integrating the Academy in curriculum of tertiary learning institutions.
- Formulating/institutionalizing M & E framework, mechanisms and tools to measure the Academy’s results.
- Sharing inputs to finalize new Academy modules (9 & 10) and conducting TOT (to include technical modules).
Academy Partners’ Strategic Directions

- Exploring the certification of Academy competencies to facilitate recognition of ICT skills acquired by participants in partner countries.

- Expanding access to and usage of AVA through information and awareness campaigns.
The days come and go like muffled and veiled figures sent from a distant friendly party but they say nothing. And if we do not use the gifts they bring, they carry them silently away.

- Ralph Waldo Emerson