

## UNITED NATIONS DEVELOPMENT PROGRAMME

Empowered lives.  
Resilient nations.**INITIATION PLAN**

**Project Title:** Development of innovative learning tools and support to resource mobilization for the further development of the National Academy for Public Administration in the Republic of Serbia

**Project Number:** 00126286

**Implementing Partner:** National Academy for Public Administration (NAPA)

**Start Date:** March 2020      **End Date:** September 2023      **PAC Meeting date:**

**Brief Description**

The development of an effective and professional civil service by enhancing the capacities and skills of future management staff and other civil servants in public institutions and organizing their continuous training has a critical role in overall modernization of public administration, as well as implementing administrative, economic and social reforms. UNDP and NAPA aim to perform a capacity and stakeholders analysis and gather necessary data to inform the ongoing process of the development of more comprehensive project document that will further support its institutional growth, help design innovative and competitive training programs and position NAPA as a centre of excellence in the coming period 2020-2023 through this Initiation Plan. In addition, the intervention also includes equipping of the premises of the NAPA in order to enable the full functionality of the training facilities refurbished in 2019.

Continuous training of current and future government leaders and civil servants in the public sector in Serbia through provided support to the National Academy for Public Administration (NAPA). This initiation plan will provide support NAPA in developing comprehensive project with the aim to build on the previous achievements which were recognised not only by the EU Progress Report for 2019 but even more so, the SIGMA 2019 Monitoring Report and will provide further effective support to the National Academy for Public Administration (NAPA) in development of an effective and professional civil service.

**Contributing Outcome (UNDAF/CPD, RPD or GPD):**  
By 2020, governance institutions at all levels have enhanced accountability and representation to provide better quality services to people and the economy

**Indicative Output(s):**  
Governance institutions operate in a more open and effective manner

<b>Total resources required:</b>	USD 410.000,00	
<b>Total resources allocated:</b>	<b>UNDP (TRAC or CCF):</b>	USD 10.000,00
	<b>Government</b>	400.000,00 USD

Agreed by (signature):

UNDP
<i>Francine pickup</i>
Print Name: Francine Pickup, Resident Representative
Date: 02-Apr-2020



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## **I. PURPOSE AND EXPECTED OUTPUTS**

One of the most significant The biggest conceptual advancements in the Public Service and Human Resource Management In Serbian public administration in 2018 was the establishment of the National Academy for Public Administration (NAPA) as a response to the absence of a well-rounded approach to the issue of the professional development of civil servants within the broader field of Human Resource Management in the public sector and the lack of a clear link and relationship between the general and specific professional development and training programs, and the strategies and objectives of Public Administration Reform (PAR).

This Initiation plan aims to ensures continuous support to the National Academy for Public Administration (NAPA) in capacity building at individual and institution level as well as to increasing the technical capacities of its staffs. The analysis to be conducted during the initiation phase will provide a basis for a more efficient and focused deployment of donor funds through the project that is being developed in response to the priorities of the NAPA.

One of the key outputs of the initiation plan is the development of a project document for a comprehensive project aiming to build on the previous achievements recognized in EU Progress Report and SIGMA Monitoring Report for 20019 and provide effective support to the National Academy for Public Administration in the following areas as follows:

- 1) further building and strengthening of its internal capacity at staff/trainer and institution level
- 2) designing new, innovative and competitive training programs and redesigning of the existing ones in line with the needs of the public sector and the latest global trends of public administration for aligning with the 4th industrial revolution,
- 3) introducing modern e-learning platforms using effective electronic multimedia educational technologies and
- 4) supporting NAPA's international cooperation activities, educational research, as well as outreach activities in order to promote and ensure greater visibility of NAPA's mission and activities.

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## **II. MANAGEMENT ARRANGEMENTS**

UNDP shall retain the overall responsibility for the implementation of the project and UNDP will ensure the formulation of the full project document. UNPD rules and regulations will be applied as per POPP. The Donor will receive a full report on the utilization of funding.

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## **III. MONITORING**

The project will be monitored in accordance with UNDP Programme and Operations Policies and Procedures (POPP), corporate standards and requirements.

**IV. WORK PLAN**

EXPECTED OUTPUT(S)	PLANNED RESULTS	Responsible Party	PLANNED BUDGET			
			Funding Source	Budget Description	2020	Total
<b>OUTPUT 1:</b> Development of innovative learning tools and support to resource mobilization for the further development of the National Academy for Public Administration <sup>1</sup>	<b>Result 1.1</b> A fully fledged project document for the further development of the National Academy for Public Administration developed  <b>Result 1.2</b> NAPA Facilities functional and equipped with IT equipment and furniture	UNDP	NAPA	71400-Contractual Services Individuals	21,182.70	21,182.70
		UNDP	UNDP	72100-Company contracts	10,000.00	10,000.00
		UNDP	NAPA	72100-Company contracts	32,500.00	32,500.00
		UNDP	NAPA	72200-Equipment & Furniture	320,545.01	320,545.01
		UNDP	NAPA	64300-Policy Advice&Backstopping	14,121.80	14,121.80
<b>Subtotal Direct Project Costs</b>				388,349,51	388,349,51	
<b>General Management Services 3%</b>				11,650,49	11,650,49	
<b>TOTAL PROJECT COSTS</b>				410,000,00	410,000,00	
NAPA funded				400,000,00	400,000,00	
UNDP funded				10,000,00	10,000,00	

<sup>1</sup> In line with the hard pipeline management, Good Governance team has been in the process of preparation for the final project document in coordination with the Swedish International Development Cooperation Agency (SIDA). Total expected project value amounts USD 2,000,000.

