



PARLIAMENT OF GEORGIA

**Importance of training in strengthening
the capacity of the Parliament of Georgia**

GIVI MIKANADZE

Secretary General
of the Parliament of Georgia

TRAINING BENEFITS

Improved performance of the staffers and increased productivity

Improved employee satisfaction

Addressing weaknesses

Tracking employees' skills

Delivering happier customers

History of the Parliamentary Training Center

Was established
in Georgia, 1996

Offered only
basic
computer
literacy
courses

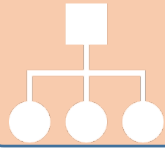
TPC was a division of the
IT Department

Until 2005

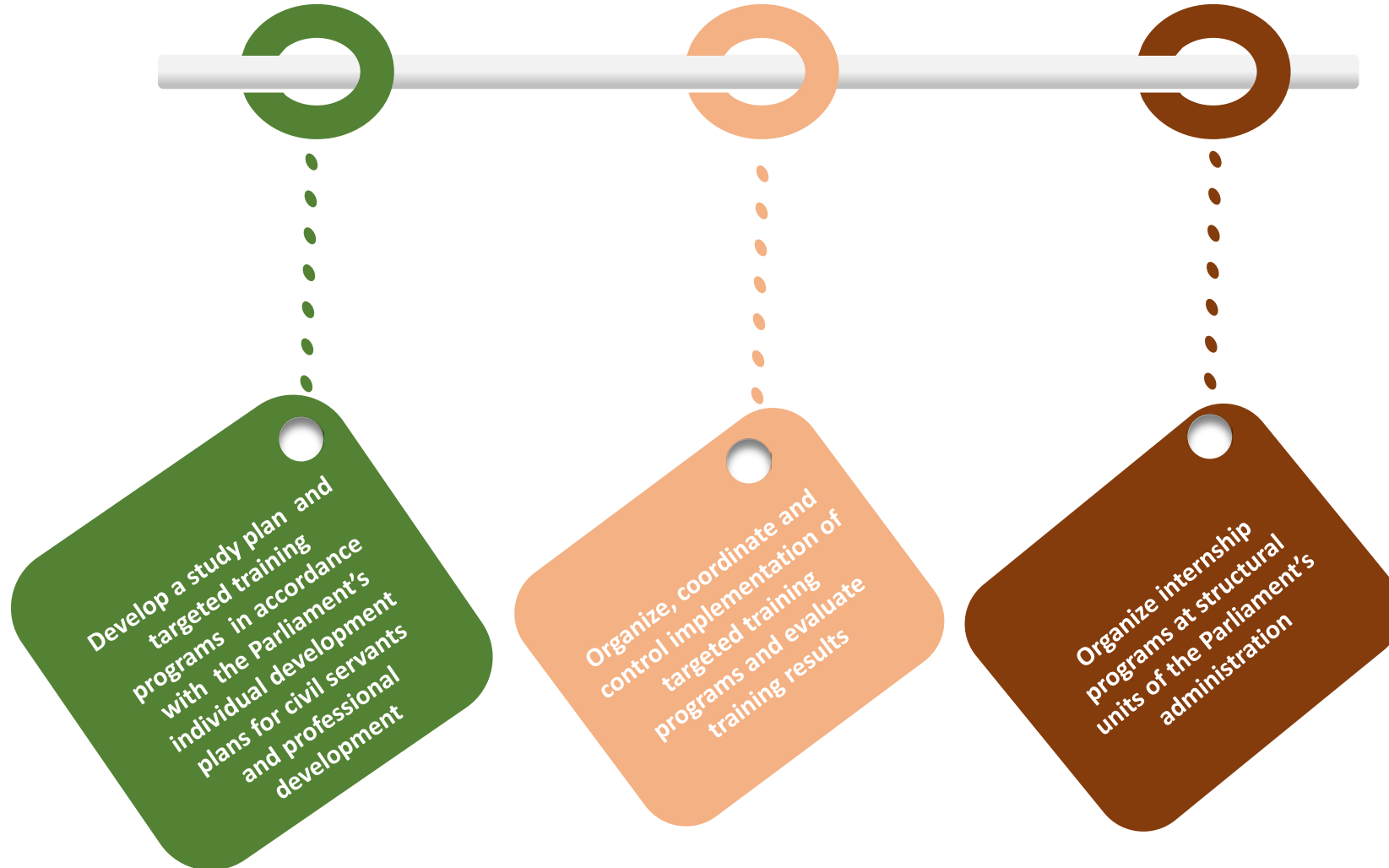
Has organized
English classes
for the MPs and
the staffers

TPC became a structural unit
of the Human Resource
Department

After 2005



Function of the PTC





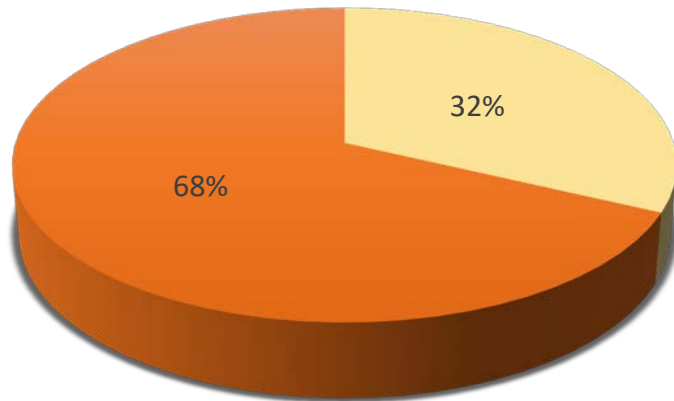
The Mission of the PTC

Carries out needs analysis of educational programs

Offers training programs and other type of educational products to the target groups on a regular basis

To define and develop effective system of continuous learning for target groups

In - House Trainer's Team



■ Women - 19

■ Men - 9

Main topics of the trainings conducted by in-house trainers

- *The new Rules of Procedures of the Parliament*
- *State procurement*
 - *Financial reporting*
- *Case management*
 - *Skills related to the interaction with the citizens*

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
<p>10</p> <p>Age Language</p>  <p>Participants: Staff of the Special Tax Protection Service (Dzardozhava)</p>	<p>11</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>12</p> <p>Public services assessment system</p>  <p>Participants: Heads of Departments and Sections of Parliament of Georgia</p>	<p>13</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>14</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>15</p> <p>Human Rights</p>  <p>Participants: Parliamentary staff from the Research Department, Parliamentary Commission</p>	
<p>17</p> <p>Public Aspects of Civil Legal Relations in Public Service, Ethics and Behavior Standards</p>  <p>Participants: Newly recruited parliamentary staff</p>	<p>18</p> <p>Parliamentary Procedures</p>  <p>Participants: Newly recruited parliamentary staff</p>	<p>19</p> <p>New Rules of Procedure of Parliament of Georgia - Parliamentary Procedures</p>  <p>Participants: Newly recruited parliamentary staff</p>	<p>20</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>21</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>22</p> <p>Public Aspects of Civil Legal Relations in Public Service, Ethics and Behavior Standards</p>  <p>Participants: Newly recruited parliamentary staff</p>	
<p>23</p> <p>Case Management</p>  <p>Participants: Newly recruited parliamentary staff</p>	<p>24</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>25</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>26</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>27</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	<p>28</p> <p>Parliamentary Procedures</p>  <p>Participants: Tribunal Migration Bureau</p>	
Bureau Session		Holiday		Session week		Closing Session

Obligatory training programs

Mostly related to the results of the evaluation carried out by the HR Department among the staffers of the Administration





**Sign language trainings
for the staffers**



**Five weeks training program
for the interns**



**Two weeks induction training
program for the newly
recruited staffers**

Internship in the Parliament of Georgia

Internship Program

Twice a year the Parliament runs 6 months internship program

Fixed term
(1 January – 30 June)
(1 July – 31 December)

Mentorship

Mentorship program has been introduced in the Parliament of Georgia in 2019

There are 27 mentors operating in the Parliament

Successful Internship

8 interns with best performance were recruited in the various structural units of the Parliament (2019)



The first blended learning in the Parliament of Georgia

E-Learning
educational films

Online materials



By the
end of
2020

All regional bureaus will be provided with the possibility to be enroll e-learning

Develop new training modules for schoolchildren, students, media, civil society, etc.



საქართველოს განათლების
და მეცნიერების სამსახური



SAN DIEGO STATE
UNIVERSITY
Leadership Starts Here

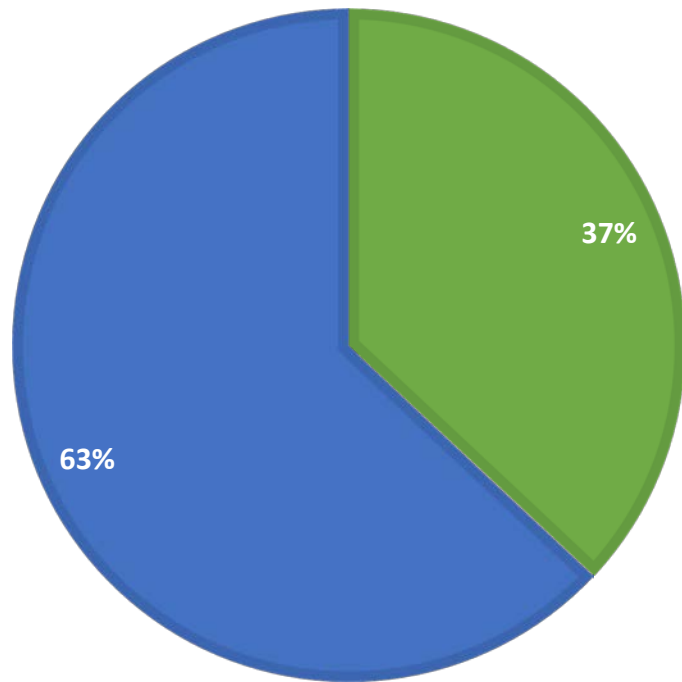


საქართველოს განათლების
და მეცნიერების სამსახური



The PTC activities in 2017-2018

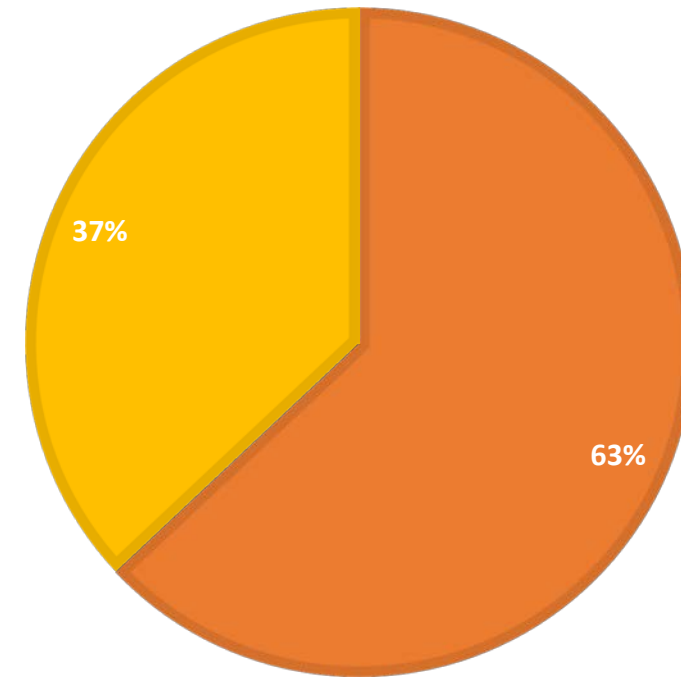
There were trained in total 592
MPs and staffers



■ Female - 371 ■ Male - 220

The PTC activities from 1st January to 30th June 2019

There were conducted 40 trainings with
participation of 383 staffers



■ Male - 143 ■ Female - 240

PTC Strategy and Action Plan

Professional development of PTC human resources and promotion of its activities

1

Needs assessment of educational projects, development of new training programs and quality assurances

2

Introduction / implementation of innovative technologies in learning process

3

The main strategic objectives

Creation and development of a pool of in-house trainers / mentors

4

Infrastructural development and financial support

5

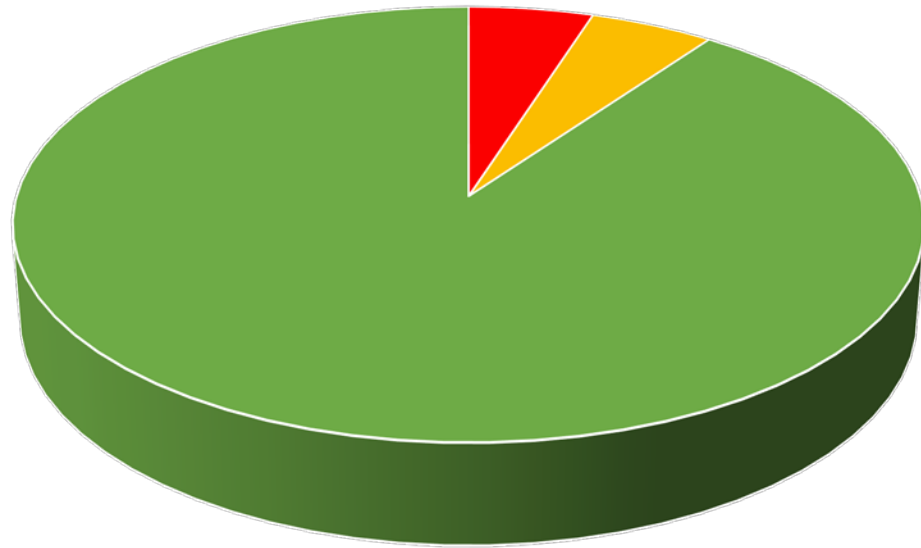
Expanding strategic cooperation with partner organizations

6

Development of the Internship Program

7

Implementation of Action Plan



- Fulfilled – 90 %
- Partially fulfilled (in progress) - 5%
- Not fulfilled – 5%

**Thank You
For Your Attention!**



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