

Annual Project Progress Report

Project title: Capacity Building of the Academy of Civil Service under the President of Turkmenistan

Award ID: 00123315

Project ID: 00129741

Implementing partner: Academy of Civil Service under the President of Turkmenistan

Period covered in this report: 01.01.2022 - 31.12.2022

Date of last Annual Report: 29.12.2021

Date of the last Project Board meeting: 24.11.2022

Date of last Quality Assurance and rating: 27.10.2021- Satisfactory (Design and Appraisal stage)

1. Project Performance

Please state the expected Output of the Project, set indicators and corresponding CP Outcome (as per project document/AWP):

Project Output 1:

Certification programs for advanced training in accordance with the primary goals of the development of the digital economy and with a focus on empowering women have been formulated and implemented at the Academy

Output Indicator 1.1. *Number of men and women who have increased capacity through participation in an information workshop on key areas of digitalization in public services with the participation of international experts*

Output targets: 15

b) Were the indicators and output achieved? Yes No Partially X

c) If no or partially, please explain why?

The TOR was developed and tender was started but not finalized, the activity will be held in 1Q of 2023.

Output Indicator 1.2. *A methodological manual on the methodology of training civil servants using distance technologies has been prepared, tested, and published.*

Output targets: YES

b) Were the indicators and output achieved? Yes No Partially X

c) If no or partially, please explain why?

The TOR was developed and tender was finalised, the expert is doing the assignment, the result will be achieved in 1Q of 2023.

Output Indicator 1.3. *Number of short-term curricula and methodological materials developed for selected new certification courses.*

Output targets: 3

b) Were the indicators and output achieved? Yes No Partially X

c) If no or partially, please explain why?

The TOR was developed and tender was finalised, the expert is doing the assignment, the result will be achieved in 1Q of 2023.

Output Indicator 1.4. *Number of master trainers / trainers (men and women) trained in specific certification programs and their methodology.*
Output targets: 15

b) Were the indicators and output achieved? Yes No Partially X

c) If no or partially, please explain why?

The TOR was developed and tender was finalised, the expert is doing the assignment, the result will be achieved in 1Q of 2023.

Output Indicator 1.5. *Number of certification courses implemented, including short-term courses for high-level executives with the participation of international experts.*
Output targets: 3

b) Were the indicators and output achieved? Yes No x Partially

c) If no or partially, please explain why?

Due to the amendments in National Partner plan indicator was not achieved and postponed to 2023.

Output indicator 1.6. *Number of prepared test programs to determine the theoretical knowledge and practical skills of civil servants in the field of digital economy and management.*
Output targets: 2

b) Were the indicators and output achieved? Yes No Partially X

c) If no or partially, please explain why?

The TOR was developed and tender was finalised, the expert is doing the assignment, the result will be achieved in 2Q of 2023.

Output indicator 1.7 *The digital economy certification centre (certification courses) has been created and the regulations for the centre have been developed.*
Output targets: YES

b) Were the indicators and output achieved? Yes No Partially X

c) If no or partially, please explain why?

The regulation and establishment package has ben developed by UNDP expert but a Center is not created yet. It will be the decision of highest authorities of Turkmenistan.

Project Output 2:
Targeted international cooperation in priority areas of development of public administration (public service) and local governments in the context of digital transformation has been established

Output Indicator 2.1 *Number of signed partnership agreements between the Academy and international institutions in the areas of digital transformation (including in the direction of South-South cooperation).*
Output targets: 1

a) Were the indicators and output achieved? Yes No X Partially

b) If no or partially, please explain why?

Due to the amendments in National Partner plans indicator was not achieved and postponed to 2023.

Output Indicator 2.2 Organization of internships and study visits to exchange experience in the field of public administration and digitalization.

Output targets: 5

a) Were the indicators and output achieved? Yes No X Partially

b) If no or partially, please explain why?

Due to Covid-19 restrictions and the amendments in National Partner plans indicator was not achieved and postponed to 2023.

Output Indicator 2.3 *Number of men and women who have built capacity through participation in international conferences to share experiences in public administration and public service.*

Output targets: 2

a) Were the indicators and output achieved? Yes No X Partially

b) If no or partially, please explain why?

Due to Covid-19 restrictions and the amendments in National Partner plans indicator was not achieved and postponed to 2023.

Project Output 3:

The Academy's ICT infrastructure for training in line with civil service objectives during the transition to digital economy has been strengthened.

Output indicator 3.1 Number of e-courses developed in public administration, digital economy, human resources management and civil servant ethics.

Output targets: 2

a) Were the indicators and output achieved? Yes No X Partially

b) If no or partially, please explain why?

Due to the amendments in National Partner plans indicator was not achieved and postponed to 2023.

Output Indicator 3.2 Electronic educational resources are created through the purchase, installation and implementation of the necessary software and hardware for the learning management system.

Output targets:

a) Were the indicators and output achieved? Yes No Partially X

b) If no or partially, please explain why?

The TOR was developed and tender was finalised, the expert is doing the assignment, the result will be achieved in 2Q of 2023.

2. Progress Reporting

Please summarize the main achievements during the project cycle:

With the purpose of the capacity building of public sector staff in the digital transformation and improving the efficiency of public administration through the implementation of digital technologies and platform solutions in this year UNDP is implementing the following outputs:

Project Output 1:

The launching of an educational course "Digital economy" in the frame of the implementation of the Concept for the Development of the Digital Economy in Turkmenistan for 2019-2025 and the State Programme for the Development of the Digital Economy for 2021-2025 is now in progress. The course should provide knowledge and competencies needed for middle level management to act as a future digital transformation leaders and product managers for development of various digital products and services. For civil servants who have not passed the test it will be recommended to study the course "Digital economy", which is now under development. It is expected to achieve the result in 1st Quarter of 2023.

With the purpose of the capacity building of public sector civil servants in digital transformation and improving the efficiency of public administration through the implementation of digital technologies and platforms, UNDP is going to support the establishment of Digital Economy Certification Center for the Academy of Civil Service under the President of Turkmenistan to increase civil servants' theoretical knowledge and practical skills in the field of computer literacy, digital economy and management. The competence-oriented approach in developing of human capital in the state civil service system is one of the current national priorities. The development of establishment documents for a new mechanism or civil servant's competence - Digital Economy Certification Center has been completed. Further work on establishment of the Center is pending the internal procedures of the Academy.

In terms of the implementation of a new mechanism of civil servant's education using innovative distance learning technologies, the competence-oriented approach in developing of trainers/teachers is one of the current priorities of the Academy. The main tasks of the assignment is preparation, testing and publication of a methodological manual of civil servants training using distance technologies based on familiarization with the didactic, psychological, pedagogical, and methodological foundations of the application of information and communication technologies in the field of education; development of competence using the modern digital tools and services for the creation of electronic educational resources; formation of skills in using of ICT tools in the digital educational environment. The assignment covers innovative trainer/teacher knowledge requirements in the field of ICT. The activity is ongoing and it is expected to be achieved the result in 2nd Quarter of 2023.

All preparation works for conducting a workshop on the topic „Global trends in the digital economy" was done in year 2022. With the purpose of the capacity building of public sector staff for the digital transformation and improving the efficiency of public administration and the providing of public services through the implementation of digital technologies and platform solutions and to support the Academy in modern training programs, UNDP invited the international consultant to conduct a 5-day workshop on Global trends in Digital economy. The workshop shall be about technological trends, vectors for the development of the digital

economy, changes in labor markets, as well as the competencies necessary for the successful implementation of digital transformation. The workshop preparations are now ongoing. It is expected to hold the workshop in 1st Quarter of 2023.

Project Output 3:

The developing and customization of the Pilot desktop application for testing civil servants to evaluate the theoretical knowledge of civil servants in the field of digital economy and management was started in 2022 and will be finalized in the 2nd Quarter of 2023 after movement to a new building of the Academy, which is now under construction. UNDP will contribute to reflecting the gender aspect in the Software Application.

3. Gender Equality and Women's Empowerment

The Pilot desktop application for testing civil servants to evaluate the theoretical knowledge of civil servants in the field of digital economy and management will reflect the gender aspects, including statistical disaggregated data in future.

4. Project Risks and Issues

The project Risk Log is maintained throughout the project implementation to capture potential risks to the project and associated measures to mitigate risk. The Project Manager shall maintain and update the Risk Log and ensure that risks are identified, communicated and managed effectively.

A number of potential risks are listed below.

Description of risk	Type and category	Risk management actions	Current situation
Lack of coordination between UNDP and the national partner to ensure timely implementation of key project activities	Organizational	Work closely with partner to remind on importance of delivery results on time	Ongoing
Continuing restrictions related to COVID-19 pandemic in Turkmenistan have influence on the project implementation	Operational	Due to the restriction to enter the country for foreign experts some activities were not implemented onsite but was done online	Completed
<ul style="list-style-type: none"> Delays in procurement of necessary ICT equipment, software and services, or procurement of ICT equipment 	Operational	The activity will be implementing after A forthcoming movement of the Academy to the new building	Ongoing

and software that does not meet the minimum technical requirements provided by the national partner.			
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5. Lessons learned and follow-up steps (if applicable)

a) Please provide the lessons learned and further steps after the project's closure.

Extensive consultation with stakeholder is key during the design phase of the project and the project document to correlate with their plans.

Quality of project document is very important. Tracking progress was a challenge because indicators, baseline and targets were not properly defined. For future similar projects, results and milestones should be clearly identified to achieve development results. It is necessary to clearly identify the topics of the activities and timeframe with Stakeholder in next AWP to avoid delay in the tracking activity.

6. Transfer of Assets or other related matter

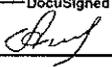
a) Please state on any past or future transfer of assets made within the project cycle (Attach list of equipment, cooperation frameworks with beneficiaries, etc.)

N/A

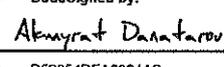
7. Financial management

Budget item	Total approved in 2022 (in USD)	Expenses + commitments	Budget utilization in % to planned
Component 1	41 416	37 337	90%
Component 2	6 706	220	3%
Component 3			
Project management	18 113	19 230	106%
Total delivery in 2022	66 235	56 788	86%

In % to total project budget			
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DocuSigned by:
Prepared by:  Jennet Annaberdiyeva, Project Manager
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Date:

DocuSigned by:
Approved by:  Akmyrat Danatarov, Programme Analyst
DS2054DEA0894AB...

Date: 31.12.2022

