Annual Activity Report 2020

Annexes

EUROPEAN SCHOOL OF ADMINISTRATION

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This is covered in the EPSO activity report

ANNEX 2:   Performance tables

General objective 7: A modern, high performing and sustainable European Commission		
Impact indicator 1: Staff engagement index in the Commission **Explanation:** Staff engagement measures staff's emotional, cognitive and physical connection to the job, organisation and the people within it. **Source of the data**: European Commission		
Baseline (2018)	**Interim milestone** (2020)	**Latest known results:** (2018)
69%	Increase	69%
Impact indicator 2: Percentage of female representation in management in the Commission. **Explanation:** This indicator gives the percentage of female representation at middle and senior management level in the European Commission **Source of the data**: DG HR		
Baseline (2019)	**Interim milestone** (2020)	**Latest known results:** (2020)
40.5%	Increase	42.79%

General objective 7: A modern, high performing and sustainable European Commission		
Specific objective 1.1: Leadership and management skills and behaviours in the EU institutions are improved for greater effectiveness		
Result indicator: Perceived usefulness of the learning activities for the improvement of the management skills, behaviours and effectiveness of our EU managers.		
Source of Data: Questionaire completed by participants.		
Baseline: (2020) 93%	Target in 2020: 93%.	Latest known results: (EULearn- 2020) 94%
Main outputs in 2020: Description	Indicator Target Date	Latest known results: (EULearn 2020)
Number of events (courses, workshops and speaker events) organised by levels of responsibilities: - 11 for senior managers - 59 for middle managers - 149 for aspiring managers		 - 11 for senior managers - 65 for middle managers - 175 for aspiring managers

The School is proud to be a centre of excellence in the field of learning, incubating different learning formats. This was particularly the case for management development courses and it was in the field of management that the most innovative courses were trialled.

Due to the covid-19 induced travel restrictions, the management residential courses at the Jean Monnet House and at the Robert Schuman House had to be cancelled , as well as the Purpose driven leadership walks,. The School offered instead a new Leadership walk (of 1 day instead of 2,5) adapting to the new security measures. Given the frequent demands from many HR departments to have the course, and in order to ensure the sustainability of the offer and build capacity, the School has trained internal facilitators from various institutions to be able to scale up the seminar.

Once again, the School, in its effort to respond to immediate needs launched a pilot programme for senior managers to be enable them to deliver impactful online presentations since most addresses need to be given in a virtual format.. The new Talk like Ted training, with its two complementary versions (group session and/or one-to-one coaching) was in high demand by Insitutions and agencies alike. It can already be observed to be of great benefit to participants, as directly reported by them.

All the conferences and lunch time events were organised in the format of Online Talks, and thanks to the digital format, open to all EU staff not only the Senior managers with more than 40.000 visualizations.

Specific objective 1.2: General skills of all staff are improved to promote efficiency in modern, high-performing and sustainable EU institutions		
Result indicator 1: Perceived usefulness of skills development training courses		
Source of data: EU learn evaluations		
Baseline (2020) 94%	**Target in 2020** 94%	**Latest known results:** (EULearn- 2020) 95%
Main outputs in 2020: **Description**	**Indicator** **Target Date**	**Latest known results:** (EULearn- 2020)
166 events (courses, workshops and speaker events) on a wide range of skills that allow every member of staff, whatever their grade or function, to perform more effectively - 165 Key Skills courses - 1 Transitions Skills		 - 181 Key Skills courses - 4 Transition Skills
Result indicator 2: Perceived usefulness of wellbeing initiatives		
Source of data: EU learn evaluations		
Baseline (2020) 93%	**Target in 2020** 93%	**Latest known results:** (EULearn- 2020) 90%
Main outputs in 2020: **Description**	**Indicator** **Target Date**	**Latest known results:** (EULearn- 2020)
114 events (courses, workshops and speaker events) on resilience, mindfulness, burn-out and well-being - 114 Wellbeing courses		 - 123 Wellbeing courses

The Key Skills could be described as the bread and butter of the School given the great number of courses offered and its high uptake. In 2020 the Key Skills courses totalled 185, up from 166 courses in 2019.

The School's offer for wellbeing courses which has been slowly increasing through the years, has been particularly appreciated in 2020 due to the Covid-19 circumstances and the remote working situation.

The School's Key Skills program is modelled on the EPSO competencies. It is, however, becoming increasingly clear that these competencies should be adjusted to meet the needs of a fast-changing world. The School has been active in this field in several ways: it has initiated an informal inter-institutional working group to explore the issue of competencies in a cross-cutting way, and offered workshops on what can be considered as "the skills of the future", such as: critical thinking, innovation and creativity.

The well-being courses rate high in terms of satisfaction with 95%, however the perceived usefulness of well-being initiatives only reached 90% probably due to the fact that well-being activities are not perceived as being directly linked to work effectiveness.

Specific objective 1.3: Staff's understanding of the working environment of the EU institutions, the *raison d'être* of the European project is improved and better inter-institutional cooperation is fostered		
Result indicator 1: **Perceived usefulness of EU-related training courses**		
Explanation: The perceived usefulness of the learning activities for the participants' understanding of the EU context. Unit of measurement: question "How useful was the course in developing a better understanding of the EU?" assessed by participants through evaluation forms. % of answers 4 (good) and 5 (very good) on a scale from 1 to 5.		
Source of data: EU learn evaluations		
Baseline (2020) 95 %	**Target in 2020** 95%	**Latest known results:** (EULearn 2020) 95 %
Main outputs in 2020: **Description**	**Indicator** **Target Date**	**Latest known results:** (EULearn 2020)
29 events (courses, workshops and speaker events) on the working environment of the EU institutions, the raison d'être of the European project	31.12.2020	- 31 events

There is a strong trend for induction training to be increasingly internal to each individual institution. This has been discussed with the institutions in previous years, and there was evident interest and demand for the School to come up with a new, more EU policy content-focused programme. New pilot courses on EU priorities and procedures for newcomers were launched in 2020.

The interest to know more about what goes on inside the institutions and the impact of EU policies for the citizens is evident from the large numbers of staff attending the School's "EU News", lunchtime information sessions on current EU topics.

Specific objective 1.4: The role of the European School of Administration as a hub for cooperation between EU institutions and with Member States is reinforced		
Result indicator 1: Number of inter-institutional events and meetings organised by the EUSA		
Source of data: Event reports and minutes.		
Baseline (2020) 6	**Target in 2020** 6	**Latest known results:** (Reports in 2020) 4
Main outputs in 2020: Description - 6 Meetings IWP	**Indicator** Target Date 31.12.2020	**Latest known results:** (Minutes 2020) - 3 IWP - 1 coaching day
Result indicator 2: Level of support to the DISPA Network (Directors of Institute and Schools of Public Administration)		
Explanation: Number of meetings and events organised to support the DISPA network.		
Source of data: Event reports and minutes.		
Baseline (2020) _ 4 events	**Target in 2020** 1	**Last known results** (Event reports 2020) - 3 events
Result indicator 3: Satisfaction rate for Erasmus Public Administration Programme		
Explanation: Participant satisfaction rates on Public Administration Erasmus programme		
Source of data: Questionnaire completed by participants		
Baseline (2019) 95%	**Target in 2020** 95%	**Last known results** (Questionnaire 2020) 92.3%
Result indicator 4: Inter-institutional attendance in learning activities		
Explanation: Participants coming from all EU institutions		
Source of data: EU Learn statistics		
Baseline (2019) 37%	**Target in 2020** (2020) 37%	**Last known results** (EULearn 2020) 37% of participants come from other institutions than the Commission

Due to the travel restrictions imposed by the Covid pandemic, the School was forced to re-design the ongoing edition of the "Public Administration Erasmus" programme as confinement was extended across countries and visits to some EU Institutions were cancelled. Nevertheless, the national administrations' colleagues enthusiasm for this programme is undimmed, and the satisfaction of participants remains very high.

The School plays an important role in the network of Directors of Institutes and Schools of Public Administration (DISPA). In 2020, the School proposed to have more regular meetings and offered to host virtual meetings organised via the School's zoom license, providing the facilitation of the meetings and producing all the minutes . In collaboration with the Finnish School, HAUS, the School financed and maintained the collaborative space called Howspace for the benefit of all DISPA members.

Specific objective 1.5: A high quality Certification training programme is provided to the institutions to help them develop the talents of assistant grade staff with the potential to become administrators

Result indicator 1: Perceived usefulness of the Certification training programme after appointment as administator

Explanation: % of participants declared use of the skills learned in the training programme after the appointment as administrator.

Source of data: EU Survey

Baseline	Target in 2020	Last known results
(2019)		(EU Survey 2020)
96,5 %	97%	98%

The Certification Program is a highly effective inter-institutional talent management programme.

In spite of the remote way of working in all institutions and the danger that this circumstance posed for the effective delivery of the certification program the School decided in consultation with all stakeholders to offer 15th certification procedure fully online.

Thanks to the great efforts of EuSA and EPSO staff it was possible to reprogram the procedure, and keep the marking and publication of the final results deadline before the end of the year, so that none of the candidates ran the risk of being penalised in their future career development. The satisfaction rate of the certification program remained very high.

Breakdown of Inter-institutional attendance in learning activities[1]

2020 – Nr. of participations for Programs and Institutions

	European Commission	European Parliament	European External Action Service	European Court of Auditors	Council of the European Union	European Economic and Social Committee	Committee of the Regions of the European Union	Court of Justice of the European Union	European Ombudsman	European Data Protection Supervisor	Agencies	TOTAL
Conferences EU face to face	212	6	5	0	11	9	6	3	3	5	22	282
KS + Newcomers	1,292	179	57	25	107	46	27	37	3	7	363	2,143
MANAGMENT	1,738	197	126	13	91	42	33	28	2	11	387	2,668
Wellbeing	976	72	43	60	80	35	19	31	2	6	232	1,556
Grand Total	**4,218**	**454**	**231**	**98**	**289**	**132**	**85**	**99**	**10**	**29**	**1,004**	**6,649**

2020 – Percentage of participations for Programs and Institutions

	European Commission	European Parliament	European External Action Service	European Court of Auditors	Council of the European Union	European Economic and Social Committee	Committee of the Regions of the European Union	Court of Justice of the European Union	European Ombudsman	European Data Protection Supervisor	Agencies	TOTAL
Conferences EU face to face	75%	2%	2%	0%	4%	3%	2%	1%	1%	2%	8%	100%
KS + Newcomers	60%	8%	3%	1%	5%	2%	1%	2%	0%	0%	17%	100%
MANAGMENT	65%	7%	5%	0%	3%	2%	1%	1%	0%	0%	15%	100%
Wellbeing	63%	5%	3%	4%	5%	2%	1%	2%	0%	0%	15%	100%
Grand Total	**63.4%**	**6.8%**	**3.5%**	**1.5%**	**4.3%**	**2.0%**	**1.3%**	**1.5%**	**0.2%**	**0.4%**	**15.1%**	**100%**

[1] Source : EULearn

Online Talks

2020 Number and Percentage of registrations by Institution	European Commission	European Parliament	European Court of Auditors	European External Action Service	Council of the European Union	European Economic and Social Committee	Committee of the Regions of the European Union	Court of Justice of the European Union	European Data Protection Supervisor	European Ombudsman	Agencies	Total
On line Talks	21,941	1,212	1,082	949	853	408	391	269	59	27	3,899	**31,090**
	70.57%	**3.90%**	**3.48%**	**3.05%**	**2.74%**	**1.31%**	**1.26%**	**0.87%**	**0.19%**	**0.09%**	**12.54%**	

ANNEX 3: Draft annual accounts and financial reports

This is covered in the EPSO activity report

ANNEX 4 : Financial Scorecard

This is covered in the EPSO activity report

ANNEX 5: Materiality criteria

This is covered in the EPSO activity report

ANNEX 6:   Relevant Control System(s) for budget implementation (RCSs)

This is covered in the EPSO activity report

ANNEX 7:   Specific annexes related to "Financial Management"

This is covered in the EPSO activity report

ANNEX 8:   Specific annexes related to "Assessment of the effectiveness of the internal control systems"

Not applicable

ANNEX 9: Reporting – Human resources, digital transformation and information management and sound environmental management

This is covered in the EPSO activity report.

ANNEX 10: Implementation through national or international public-sector bodies and bodies governed by private law with a public sector mission (if applicable)

Not applicable

ANNEX 11: EAMR of the Union Delegations (if applicable)

Not applicable

ANNEX 12: Decentralised agencies and/or EU Trust Funds (if applicable)

Not applicable