

# **The Academy of ICT Essentials for Government Leaders: The Philippine Roll-Out**

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# 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

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- 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

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## 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

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- 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

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- 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

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- 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

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- 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

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- 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 1<sup>st</sup> Academy Roll Out Workshop in Tagaytay City, Feb 17-19, 2009**

CAREER EXECUTIVE SERVICE BOARD



# The 2nd Academy Roll-Out : Naga City

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51 career executives were trained as part of the Executive Leadership Program in July 2009.



# The 2nd Academy Roll-Out: Naga City

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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



4<sup>th</sup> Session in Naga City, April 22-30, 2010

CES@B: Selibisyon ng CESO - Kamunong Tapat at Wasto para sa  
Progreso



# 2010 Academy Roll-out



5<sup>th</sup> Session in Naga City, August 12-20, 2010



# 2010 Academy Roll-out

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6<sup>th</sup> Session in Metro Manila October 5-10, 2010



# Evaluating the Academy

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- **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

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- ☺ 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

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- 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

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- 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

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- Updating of Customized Academy Modules, 1<sup>st</sup> Q, 2011
- Expanding and strengthening accreditation system for delivery of Academy modules, 2011
- Institutionalizing Laboratory Visits to Agency ICT Best Practices, 2<sup>nd</sup> to 4<sup>th</sup> Q, 2011
- Documenting and compiling E-Governance Best Practices in the Philippines, 3<sup>rd</sup> to 4<sup>th</sup> Q, 2011
- Establishing the Philippine E-Gov Academy, 2011 to 2012

# Academy Partners' Strategic Directions

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- 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

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- 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.



# End of presentation

*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*