

The Department of Training Assessment

辦理高階公務人員中長期發展性訓練

本項訓練以職能為規劃基礎，因應個人及組織發展需要，與一般著重於目前工作知能之專業訓練或在職訓練不同。為嚴謹選訓，採「評鑑中心法」，以擇優選出具發展潛力者參訓。另建置學習地圖，並創設職務見習、安排國外研習、設計管理職能評鑑機制，以培育具有卓越管理能力、前瞻領導器識及民主決策風範之高階公務人員。

Mid-long term development training of senior civil servants

To meet the needs of the individual and of the Commission, the training programs are focused on capacity building and are different from other programs that focus on skills development or on-the-job training. To perfect the selection and training process, the assessment center method is used to ensure that personnel participating in training possess development potential. In addition, the Commission develops learning maps, arranges internships and overseas training, and carries out assessments for managerial skills. All these training courses are offered to cultivate senior civil servants who will possess excellent management skills, forward-looking leadership style, and democratic decision-making abilities.

建構高階公務人員發展性培訓體系，厚植優秀施政人力

持續精進高階文官發展性帶狀訓練，建構相關之培訓體制，持續導入職能評鑑，掌握職能缺口及培訓需求，並建構客觀之訓練評鑑機制，為機關培育關鍵人才，進而提升政府施政績效。

Establish training systems for senior civil servants to develop capable human resource for policy implementation

The Commission will continue to improve development training of senior civil servants. In this regard, the Commission will establish relevant training schemes and competency assessment methods to better understand the competencies and training required in government agencies. Objective training assessment methods will be deployed to improve human resource training and increase government efficiency.

開設國外研習課程，接軌國際拓展全球視野

為擴大高階公務人員中長期發展性訓練受訓人員之全球視野，提升國際觀，並向先進國家學習取經，每年均與歐美地區國家級公務人員培訓機構合作辦理研習。

Organize overseas training to help expand the global vision of civil servants

To expand the global vision of senior civil servants, each year the Commission invites national civil service training institutions from Europe and the United States to organize joint training sessions.

研究改進公務人員培訓業務，精進培訓功能

Explore methods to improve civil service training to improve training quality

引進訓練評量方式，提升訓練測驗之信效度，以期通過訓練者為適任人員或具備目標職位能力之人員，達到考訓用緊密配合之目標。

The Commission adopts training assessment methods to increase the reliability and validity of training assessment, so as to ensure the competence of personnel who have undergone training and help trainees become more prepared for their future assignments.

強化各官等公務人員核心能力訓練

針對用人機關進行訓練需求調查與評估公務人員各官等核心能力，透過系統化的方法蒐集進行資料分析，逐步建構完成各官等應具備之一般性、共通性核心能力，以轉換成各項訓練課程，俾使訓練結果符合受訓人員、用人機關首長與單位之需求。

Conduct training to improve core competencies at all levels of the public service

The Commission collects information in a systematic manner through surveys of training needs of different government agencies and core competencies assessments. Based on the collected information, the Commission is able to determine the core and specialized competencies required at all levels of the civil service and thus design corresponding training courses that can help nurture and develop such competencies. This approach ensures that the training outcome will meet the

requirements of not only the trainees, but also of the government agencies and departments concerned.

建立訓練成效評估追蹤制度，落實訓用合一

建置高階公務人員中長期發展性訓練、考試錄取人員訓練及升任官等訓練之各項訓練成效追蹤制度，加強反應及學習層次，並研議升任官等訓練行為層次與結果層次的評估，作為改進培訓方法與技術之參考。

Establish assessment and tracking mechanisms to ensure consistency between training and actual requirements

To quickly reflect the effectiveness of training, the Commission will establish mechanisms to assess and track the results of the mid-long term development training of senior civil servants, training for personnel who passed the civil service examinations, and promotion training. Evaluation will focus on the Reaction and Learning levels, and for training of personnel promoted to higher ranks, the Commission will formulate methods to evaluate training at the Behavior and Results levels. The results of such evaluations will then serve as reference for the further improvement of training methods and techniques.