

**Program of the Study Visit**  
**to the General Directorate for Public Administration and Civil Service - France**

GIFT-MENA Network Delegation  
Paris, 10-12 December 2018

<b>Monday December 10, 2018</b>	
9:30 – 12:30	<p>Welcoming of the delegation at the General Directorate for Public Administration and Civil Service (DGAFP) by Mr. Xavier Maire, Deputy Director of the Statutory Synthesis, Governance and Partnerships at the DGAFP</p> <p><b>Part 1:</b> Presentation of the French Civil Service and major reform issues</p> <p><b>Part 2:</b> Presentation of the DGAFP, major projects in progress, its role as HR Directorate of the State: its role of animation and steering at the interministerial level (innovation, modernization, public action program 2022 etc ...)</p>
12:30 – 14:15	Lunch at the Restaurant Le Club – Ministry of Finance - Bercy
14:30 – 16:30	<p>Presentation of the challenges of the training and professionalization policies of civil servants</p> <ul style="list-style-type: none"> <li>- Continuous training and vocational training lifelong scheme (how to structure a training offer for civil servants in a context of public transformation)</li> <li>- Inception training and civil service school: training future middle managers in the civil service</li> <li>- Development of new training tools in e-learning – E-learning, lever of transformation of administrations</li> </ul> <p><b>Speaker:</b> Head of the Office of lifelong Vocational Training at DGAFP</p>
17:15 – 18:00	Visit to the Ecole Nationale d'Administration: Presentation of training programs and recruitment of senior officials
<b>Tuesday December 11, 2018</b>	
8:00 -12:00	<p>Visit of a civil service school - Travel to the IRA of Lille (<i>to be confirmed</i>) Presentation of the Institute of its missions: challenges of recruitment and modernization of the inception training of middle managers</p> <p>Presentation of Network of Civil Service Schools (RESP): rationale, status, governance and activities. Highlights on the specificities of networking</p>
12:30-14:00	Lunch
14:30-16:00	Workshop on the Role of training schools in the context of the modernization of the civil service - reflection on the tools and good practices that could be mobilized

	within the Gift-Mena network
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<b>Wednesday December 12, 2018</b>	
9:30 – 11:30	Presentation of new training and support tools for HR innovation - Presentation of the new training methods (concrete example of the territorial civil service): creation of a learning laboratory: pooling of supply of resources, MOOCs and e-learning initiatives - Presentation of inter-ministerial innovation funds in the State civil service led by DGAFP
12:30 – 14:15	Lunch
14:00 - 14:30	Meeting with Mr. Thierry LEGOFF, Director General of the General Directorate for Public Administration and Civil Service
14:30 -16:00	Wrap-up and evaluation of the visit Exchange around the Gift-Mena network in a perspective of sustainability and consolidation of the network
<b>End of the study visit</b>	

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