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CONSOLIDATING ETHICS IN THE PUBLIC SECTOR IN TURKEY (TYEC2)

Selection criteria for trainers

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Introduction

The intention is to select 125 trainers from central and local government in conjunction with Ethics Commissions. These trainers will then go on to be trained in how to provide ethics training before going on to deliver the training themselves. The success or not of the ethics training they provide will depend to a large extent on the quality of trainers selected.

This paper, drawing upon feedback from trainers and Ethics Commissions members at a workshop hosted in September 2012, as well as general guidance on the 'competencies' of trainers, identifies criteria for the selection of trainers.

Outcomes from the workshop

Concerns were raised that some trainers do not have sufficient knowledge of the topic area. Furthermore, some trainers were not volunteers but rather had been instructed to become trainers; the suggestion was that those who had not volunteered were usually insufficiently motivated.

The other side of this coin, however, was that enthusiasm alone was not sufficient to ensure that trainers were of the required calibre. The suggestion was that having prior experience of the delivery of training and knowledge of the topic area could be an asset.

Guidelines for the Council of Ethics, the related institutions and Ethics Commissions for the selection of trainers

It is suggested that when selecting trainers a letter is sent to the organisation providing guidelines rather than fixed recommendations or rules about selection criteria. Furthermore, it is worth noting that Ethics Commissions may have their own criteria which they might also like to add. This initial letter should then be followed up with a telephone call.

As well as the guidelines below it would be useful to include in the letter that it would be preferable that those people who are identified for the training are volunteers rather than chosen. Furthermore, the letter should emphasise that the role would, on occasion, require the person to travel and be out of the office, and as such it is unlikely to be suitable for a Head of Department.

Guideline criteria for the selection of trainers:

General criteria

- People should be selected from both the headquarters of the institution and from field staff

Competencies:

- Good communication and presentation skills
- Can manage conflict situations and be creative in problem solving
- Enthusiastic and can support and motivate others
- Must be prepared to travel

Previous experience:

- Having previous of experience of delivering training would be an advantage

Once selected it is recommended that potential trainers undertake some background reading, prior to starting the training course.