

The European Administrative School

Two years old

The European Administrative School (EAS) is the training centre for staff of all the Institutions. It was set up with a view to promoting common values and facilitating the exchange of good practice among staff of all institutions as well as contributing to improved inter-institutional cooperation and providing economies of scale. In this respect, it **complements** the activities of the training departments in each of the institutions and maintains a permanent dialogue with them. The first staff arrived in the EAS during March 2005, so we are now just over two years old.

Its first priority was to get the certification training programme up and running, which we did, in good time, and to the satisfaction of institutions and candidates alike. In the page opposite, you will find some more detailed information about this.

Inter-institutional: common objectives, common training

Its main management development programme is designed to meet the core training needs of staff at middle management level, particularly in relation to people management and personal effectiveness. This programme is now well-and-truly inter-institutional with staff from institutions other than the Commission accounting for 32% of all participants in 2006. Participants do appreciate it: *"It is nice to learn with staff of other institutions"* said one.



The EAS team: united to offer an inter-institutional training.

Photo EAS

In January this year, we put in place a brand new programme called *"Key skills for new staff"* designed to equip newcomers with an insight into how to survive and then flourish in the institutions and the skills and attitudes that will stand them in good stead. The initial programme has been reduced to 3 days. Thereafter, participants stay in touch through a virtual learning environment and meet up for a further day about 3-4 months later.

Tailor-made courses

The EAS has been active on other fronts too. We've organised a number of tailor-made courses on request, the most significant of these being one for the European Parliament that is about to be co-facilitated by EAS staff and outside trainers. It's a 9-day programme for a group of female staff who have been identified as possessing the potential to occupy a management post. This

course is available for any institution, or even a group of institutions, and can be adjusted to meet any particular requirements.

Finally, the EAS has just launched an important call for tenders to extend the trainings for staff who manage people and for team leaders in non-management posts.

So there is a lot for us to get excited about as we move into our third year, including a change of location — on 14th May we move to new premises in rue De Mot 24. Our website has also just been revamped: cc.cec/home/dgserv/eas.

+ DAVID WALKER, EAS

Key figures

- Staff of the EAS: 21
- Number of participants to classes in 2006: 2138
- Participant days of training: 15.440
- Overall average satisfaction rate: 85%
- Percentage of participants from other institutions: 33%