



Green Economy Learning Needs Assessment for Civil Servants in Republic of Kazakhstan

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Executive Summary

In recent years, the Republic of Kazakhstan, like other countries of Central Asia, has been experiencing the negative effects of climate change due to the specifics of its geographical location, sharply continental climate, as well as the general “brown” direction of the economy. If the usual scenario of development with an emphasis on the production and export of hydrocarbons, which ensured rapid economic growth after gaining independence, continues, Kazakhstan will not be able to ensure a sustainable future and security in the long term, as local and international experts and partners have warn.

The government develops and implements strategic decisions to ensure long-term development that is resilient to the challenges of global climate change and actively participates in initiatives to stir the development trajectory towards green growth. Adopted government documents such as the Concept of Transition to a Green Economy, the ratification of the Paris Agreement, and the announced Doctrine on Carbon Neutrality by 2060 create legislative prerequisites for the implementation of projects and measures that advance the transition to a green economy.

Ensuring sufficient resources are available to support the country's transition to sustainable development and a low-carbon green economy is a key factor in the effectiveness of these reforms. Building the capacity of civil servants to implement the country's ambitious goals at all levels of government is a priority for professional development institutions. The Academy of Public Administration (APA) under the President of the Republic of Kazakhstan has been introducing training of civil servants on the topic of sustainable development and green economy into its programs for several years.

To ensure a systematic approach to this important task, APA, together with PAGE partners, has implemented a project in 2021 to assess the learning needs of civil servants in terms of knowledge and skills necessary to implement the transition to a green economy. Among the participants of this project were representatives of local and national governments, all sectors

and levels of responsibility, which provided a common understanding of the existing competencies in the whole country. The competency matrix developed based on the PAGE methodological guidelines, provided a reference scale for the assessment use by APA experts.

Based on the results of the conducted needs assessment analysis, the APA has distilled key findings and recommendation laid out in the current report on green economy learning priorities for civil servants in Kazakhstan.

The analysis showed that, in general, only less than 10% of civil servants had experience in developing and participating in the implementation of green economy projects, and less than half of them is aware of the benefits of the transition to an inclusive green economy for the country. These findings informed the development and implementation of a “Green and Low Carbon Development” training program for civil servants, conducted by APA with PAGE support in the summer of 2021, where over 700 civil servants in Kazakhstan and neighbouring Central Asia were trained.

The assessment revealed that at the moment there is no systematic approach to training on inclusive green economy issues in the Republic. The Academy plans to build up on the experience from 2021 and the findings of the Green Economy Learning Assessment to develop its capacities to provide learning on inclusive green economy. It is recommended that learning be integrated into self-standing regularly provided training programs for officials.

- In the short term, it is recommended that APA develop and make available to civil servants an introductory course to help to build basic capacities at scale. The introductory course could become mandatory training for all new and existing officers. In-depth face-to-face/virtual trainings for civil servants can be developed for practitioners working on green economy projects and policies, including specialized trainings on specific industry or thematic issues. Furthermore, APA recognises the importance of organising dialogues and experience sharing events between regions within Kazakhstan, as well as across Central Asia and at the international level. Some of those short-term recommendations were realised through the training for civil servant in the summer of 2021.
- In the medium term, it is recommended that the topics on green economy/low carbon development are included in master's and doctoral programs and dissertations at APA, while advanced training programs for civil servants are prepared within the framework of the national project "Green Kazakhstan", including specific modules on policy planning, project management and effective communication.
- In the long term, it is recommended that collaboration between Kazakh universities is established with the goal of integrating IGE into various degrees and programs. Similarly, through cooperation with academies of public administration in Central Asia and beyond experience and training materials can be shared and joint programmes organised.

An important role in realising those tasks can be played by international partners of the Academy – including but not limited to PAGE partners agencies – through the provision of financial, expert and methodological support. This project is a first and important step for the Academy of Public Administration in providing systematic knowledge and skills to civil servants on the path towards an inclusive green economy in Kazakhstan.