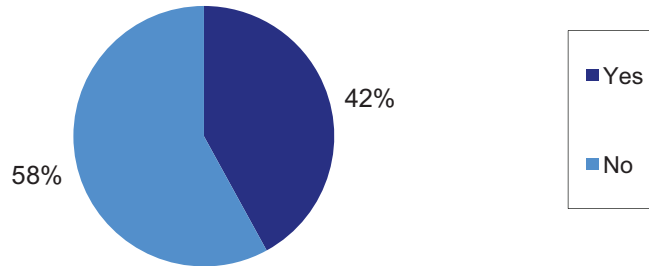


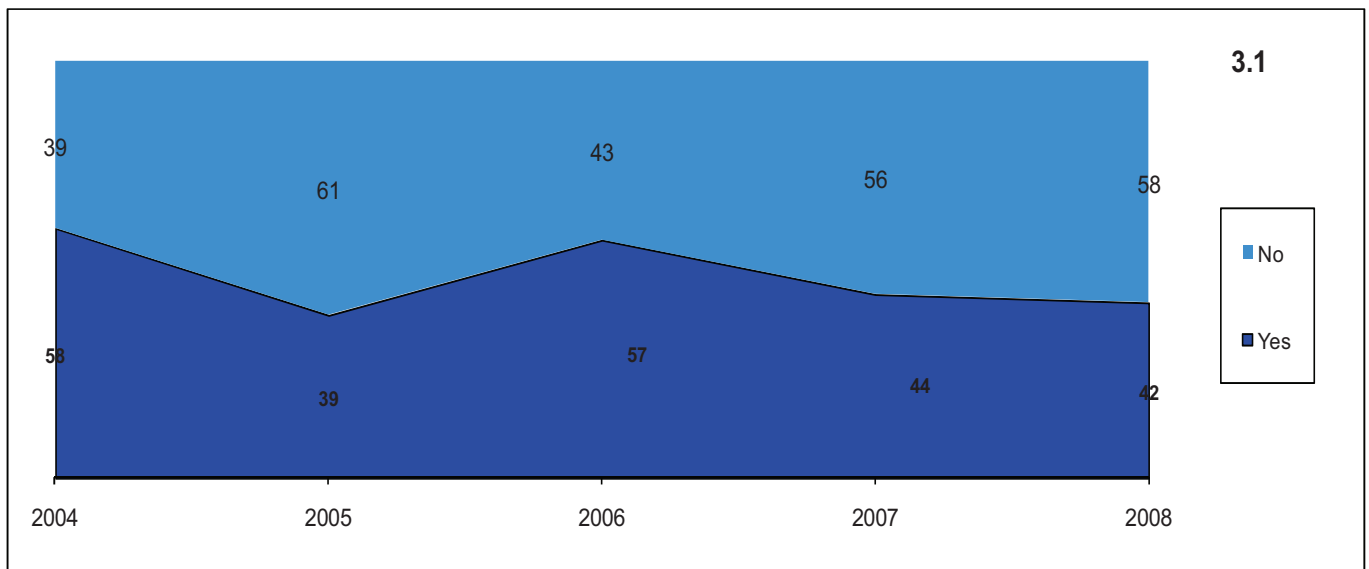
## Section 3 – Training and Learning

### 3.1 Did you use your Duty-related Travel and Training Allowance (DTTA) budget for training/learning purposes in the last 12 months? <sup>22</sup>

3.1



	Yes	No
<b>2008</b> 201 answers (84/117)	42%	58%
<b>2007</b> 117 answers (52/35)	44%	56%
<b>2006</b> 175 answers (100/75)	57%	43%
<b>2005</b> 150 answers (58/72)	39%	61%
<b>2004</b> 73 answers (42/31)	58 %	42 %



<sup>22</sup> Former question: “Did you use your DTTA budget for training/learning purposes in the last 12 months?”

### 3.1.1 If yes, what kind of activity(ies) did the DTTA budget fund? <sup>23</sup>

Activities	Institution / Organization	Thematic area	Duration	Cost	Would you recommend it to another JPO?
JPO Workshop in Bangkok	JPOSC / OGC / BCPR / LRC	Democratic Governance	5 days	free (except for flight and accommodation)	yes
Work experience with office at UNDP Headquarters (coming from a CO)	UNDP	Civil Society	4 weeks	USD 4500	yes!
Participation in a course in Ireland. The topics discussed were the following: the legal principles, policies and practice underpinning human rights based approaches to justice sector reform; and the inter-linkages between justice sector actors.	International Human Rights Network, Ireland	Human Rights based approach to the Rule of Law	1 week	Euros 1685	Yes. The courses uses a variety of pedagogical techniques including presentations by guest specialists, plenary discussions, small group work and role-plays, case studies, videos etc. The programme is highly participatory.
European institutions and decision-making	College of Europe		2 weeks	around EUR 2000.-	Yes
An intensive digital film production course covering all phases of the process from the theory of the digital revolution and its impact on TV/media to the practicalities of camera handling and going to film, getting broadcasting permission, scripting, and storytelling, adding audio and editing raw footage into a broadcast ready clip.	The Travel Channel Academy	Communications/ advocacy/ media	4 days	USD 2,500	Definitely! A very useful, practical and inspiring workshop with excellent teachers currently working in the industry.
Training course	MDF Indochina	Value Chain Analysis and Development	5 days	EUR 1150	Yes
Training programme on forced migration studies.	Oxford school of refugee studies	Forced migration	3 weeks	USD 6000 (all inclusive)	Yes
Participation in the 11th annual meeting of the Inter-agency working group on Reproductive health in crisis	Inter-agency working group on Reproductive health in crisis	Reproductive health in crisis	3 days	USD 1800	Yes, if working in the area of reproductive health in crisis
Virtual Development Academy	UNDP / VDA	Programme Management	12 months	USD 3000	Yes

<sup>23</sup> Dropdown/free-text box field replaced by specific dropdown answers  
2008 JPO Satisfaction Survey

Summer school in survey analysis	Oxford university	Quantitative analysis	three days	450 pounds	Yes
Course at University on International law	University of Pretoria	International law	2 weeks		yes
Training course	Harvard University, School of Public Health	Quality of care	2 weeks	USD 8000	YES very much!!
Mainly for trainings or events related to the substance of my portfolio.	Conference	Corporate Social Responsibility and Corruption	4 days	USD 3700	Yes
Training	UNDP/Oxford University	Human Development	2 weeks	USD 6000 (aprox)	Yes
VDA - Virtual Development Academy	UNDP - Columbia university	Human Development	1 year (Feb 08 - Feb 09)	USD 3000 + DSA costs for face to face workshop	Yes.
HRBA/RBM Training in Turin	UNSSC Turin	Human Rights Based Approach/Results-Based Management	5 days	around USD 4,500	Yes
UNDP implementing guidelines in Vietnam (NEX)	UNDP	programme management	3 days	USD 300	only for staff working in Vietnam (it s compulsory)
Evaluation training (incl. flight and DSA)	UNSSC/UNEG	Evaluation	1 week	Approx. USD 2500	Absolutely
International Human Rights Law and Women	University of Oxford and George Washington University	Int. Human Rights Law and Women	One month	Over USD 10,000 (plus ticket)	Yes
A microeconometrics summer school including program evaluation techniques	Barcelona Graduate School of Economics, Barcelona, Spain	Microeconometrics	2 weeks (3 courses)	Euro 1800 + travel, accommodation	If they have a strong background in econometrics; however, a bit too theoretical for practitioners.
1) UNAIDS organised study tour to India (all M&E Advisors with national counterparts were invited.) - February 2008 2) Advanced M&E Training in Bangkok- November 2008	Study Tour (UNAIDS Bangkok) Advanced M&E Training (IMA International)	Monitoring and Evaluation	1) Study tour: 5 days 2) Advanced M&E Training: 5 days	Study tour: approx. USD 2100 Advanced M&E Training: approx. USD 3,900	Yes
Workshop on Partnering Skills for Strategic Engagement	UN System Staff College	Partnerships	3 days	Euros 1000	Yes
Training organised by UNIFEM	UNIFEM				NO
Half of it used for mission to Tombouctou: launch of Gender strategy for millennium villages project		Gender/Governance	1 week	USD 1500	I think fields missions are the best way to learn, as you are directly collaborating with local project staff and beneficiaries and would highly recommend for

					JPOs based in capitals to go out in the field and be aware of the realities of the field.
TRAINING ON HUMANITARIAN RESPONSE: MISP-MINIMUM INITIAL SERVICE PACKAGE ON REPRODUCTIVE HEALTH IN HUMANITARIAN SITUATIONS	IPPF/UNFPA	HUMANITAIAN RESPONSE ON SEXUAL AND REPRODUCTIVE HEALTH	5 days	USD 2600	YES
2 training courses	1) Harvard University 2) WHO/Duke	Quality of Health Services and Health and globalisation	1) 2 weeks 2) 1 week	all in total	yes
Auditor training workshop in Boston (tools and techniques for the beginning auditor), Studying materials for the Certified Internal Auditor exam.	The Institute of Internal Auditors	Audit	1 week	USD 2,000 (roughly)	Yes. Very good workshop!
Courses in Negotiation and Partnering skills (mostly participants from UNCTs)	UN System Staff College		1 week in total	appr. USD 3000	Absolutely!
UNDP Virtual Development Academy	UNDP	Programme Management	1 year	USD 3000	Yes, to those who have some time to spare.
Emergency preparedness and response training	UNFPA	Emergency operations	1 week	flight plus DSA (UNFPA trainig)	yes, but internal
As a HQ JPO I decided to use my DTTA to go on detail for over a month to a CO, to better understand and appreciate the work on CO level	UNDP	Management Unit, UN coordination	6 weeks	USD 2.500 (ticket) CO covered DSA	Absolutely, whether going to on detail to experience a different part of the UN system (e.g. going to HQ if placed in the field and vice versa) will enable you to link some of the fragmented pieces in the UN system and get a better understanding of roles
Specialist course in knowledge societies and local development	International University of Andalucia	Local development	1 week	Euros 150	Yes
UN Coordination Workshop	DOCO/UNCS	Coordination	1 week		Yes
Environment Conference	Yale University. Laws School	Environment and Laws	One week	USD 2500	Yes, I do.

1) Language training in Indonesian language					
2) JPO/Oslo Governace Centre Course on governance and crisis situations.	UNDP/Oslo Governance Centre, local language school	Governance and crisis situations	1 week	DSA for 8 days	yes
GEF workshop	GEF	Environment & Energy	2 days		No, as it was observer participation and my learning was limited if not none.
Trainings	MS-TCDC AMREF	Communication, gender, BCC and HIV/AIDS, human rights	1-2 weeks	Balance of my 2 year DTTA is around USD 800	Yes
Summer programme	Graduate Institute of University of Geneva	WTO, International Trade and Development	4 weeks	USD 5000	Yes. Doing a summer course at a University is very recommendable. Very good lectures from WTO etc.
Coordination Officers Training Workshop	UNDOCO	UN Reform/Coordination	2 weeks	USD 4,500	All Coordination Officers should attend this training workshop
Training	Singapore Management Institute	Presentation skills	2 days	USD 1500	
Language Courses in Arabic	UNOG	Language	2 x 3 months	515 CHF per term	Yes, especially if you are (like me) planning to go to an Arabic-speaking country
Regional Course: Introduction to Evaluation Panama city	United Nations Evaluation Group	Evaluation	5 days	transportation and accommodation (USD 2000)	yes there are regional workshops organized periodically in other countries
1) 2 week course 2) Part of the DSA of doing a short assignment at another duty station	MDF	project management	1) 2 week course 2) 3 week duty station short assignment		absolutely
Overseas short course	University of Melbourne, Center for Population Studies	Gender, Violence and Health	1 week	Roughly USD 1000	Yes.
International Conference in Anti-Corruption	Transparency International	Good Governance, Transparency and Anti-Corruption	4 days	400 plus travel costs	YES
Private Sector CoP establishment	UNDP	Private Sector	4 days	travel	To some extent
Monitoring and Evaluation Training - Bangkok	IMA Training	Monitoring and Evaluation	2 weeks	2,500 Pound (UK) + ticket and DSA.	Yes.

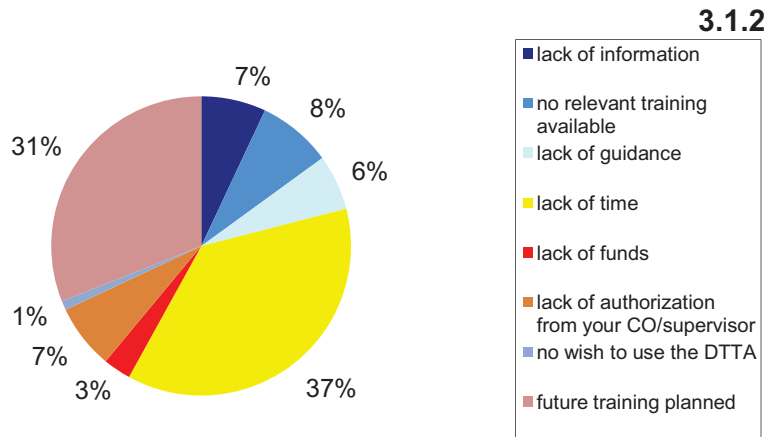
Postgraduate Diploma	Faculty of Economics, University of Chile	Public Policy Evaluation	9 months (1-2 classes per week)	USD 1,500, although the original cost was USD 3,000. I got a lower fee thanks to my supervisor being a professor in the university I was attending.	Absolutely, especially for those interested in serious impact evaluation trainings. The only problem is that all participants must be living in Santiago de Chile (no possibilities of online or crash courses).
Field activity including review agricultural practice within the framework of Climate change at local community level	Centre international de développement agro-pastoral	agriculture/Climate change	10 days	all including (transport, fees for training, food and accommodation) = USD 1400	For sure, being on the field is crucial to define policies!!! being in office all the time, dealing with government, put you very far from the field...so i d therefore recommend to go on the field to see what can be done, this will help.
1) JPO Workshop in Bangkok (conflict Prevention and Democratic Governance)  2) Virtual Development Academy - Programme Management Track	UNDP	1) Conflict Prevention and Democratic Governance  2) Programme Management	1) 10 days for the JPO workshop  2) 1 year for the VDA	about USD 3000 each	YES!
Virtual Development Academy: Programme Management Track	UNDP/Columbia University	Programme Management	1 year	USD 3,000	Recommended as it provides practical skills and knowledge on programme management that is relevant to daily work.
International Programme for Development Evaluation Training	Carleton University and World Bank	Development Evaluation	3 weeks	USD 10,000 (UNCDF covered USD 7,000)	I would highly recommend it to JPOs working in evaluation units or offices.
1) It was partly used to participate in the second level Civil-Military Coordination training offered by OCHA.  2) And to pay part of my participation to the regional workshop for Coordination Officers in Latin America.	OCHA and UN coordination	Civil-Military coordination in post crisis situations.  Coordination	1) 1 week in Switzerland  2) 1 week in Venezuela	In total I spent the full DTTA funds, don t remember the detail.	Yes

I spent my DTTA on a detail assignment to a country office.	UNFPA	Population and Development Monitoring and Evaluation Writing project proposals	2 months	In order to extend the detail assignment to 2 months, I had to cut back on my DSA, so I spent USD 10,000 (two years worth of DTTA - since I had saved up from last year as well) but the cost would have been higher than \$10,000	I would recommend changing office for a while, but perhaps only for a month. I would also have taken an M&E course before I went on detail. The Experience was very useful for me though.
Training	UPeace, Costa Rica	Human Rights	2 weeks	USD1500	Yes
1) A training course in Managing for Development Results 2) Internal workshop/meeting on Capacity Assessment and Development	MDF/UNDP	1) MfDR 2) Capacity Development	1) 1 week 2) 1 week	approx. USD 2000/ approx USD 1000	YEs, the MFDR training was very good. They also do other interesting courses.
Participation to: 1) Training 2. Conference	1) WHO 2) UNION Conference	1) Health in globalised world 2) TB international conference	1) 1 week 2) 5 days	1. no fee/travel cost (USD 1500) 2. 250 euros + travel costs (1900 USD)	1. no 2. yes
1) Training on Lobby and Advocacy 2) Mission to Headquarters, NY	1) MDF Netherlands	2) Lobby and Advocacy	5 days		Yes
1) JPO workshop 2) UNDP workshop	UNDP	1) Governance, conflict prevention and recovery 2) Capacity Development	1) One week 2) Two days		
1) Travel costs to participate in missions (justice programme revision, Timor-Leste & HRBA workshop in Nepal) 2) as well as a summer school course at London School of Economics	2) London School of Economics				
A course on Development and Human Rights	Academy on Human Rights and Humanitarian Law, Washington College of Law, American University	Governance and Human Rights	2 weeks	USD 1,200 per course	Yes
International Program for Development Evaluation Training (IPDET)	Ottawa Carleton University and The World Bank	Evaluation	2 weeks	USD 6000	Yes
ToT on Gender	UNDP Bratislava	Gender	2 days	USD 1.500	yes

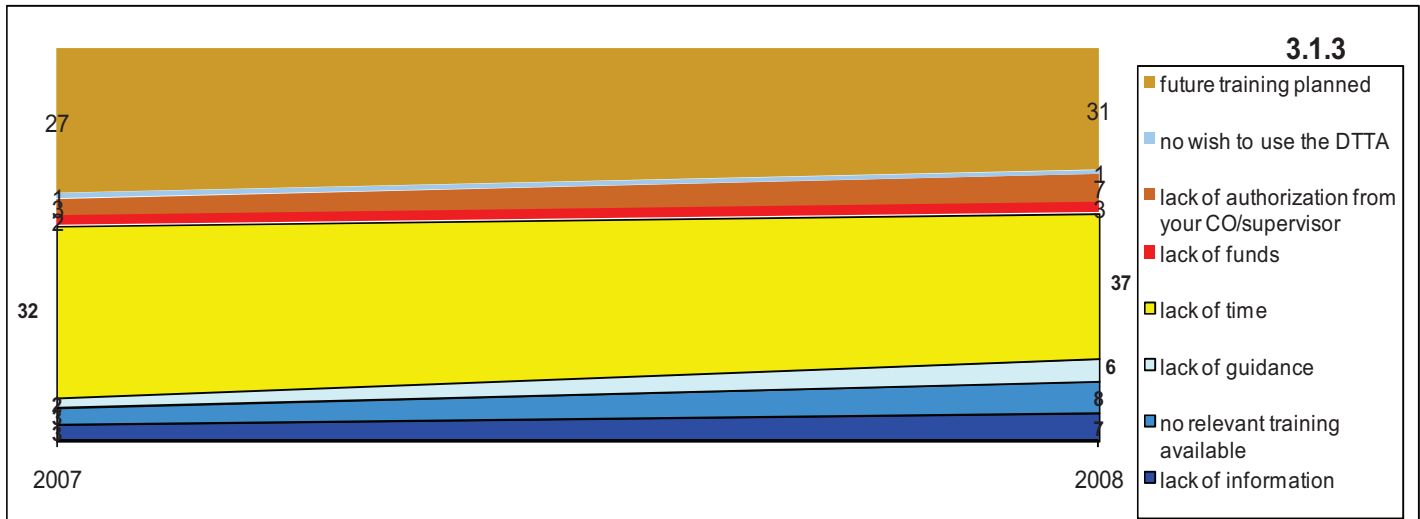
Training in Good Governance, Project management, monitor and evaluation	DCCAP, Manila, Philippines		2 weeks	approx USD 2800	YES!
Training in Health Sector Reform	Beirut University in collaboration with Harvard University	Health sector reform and inequalities in public health, including sexual and reproductive health	1 week		Yes, it was very useful
Advanced training course	IMA international	M&E	1 week, just returned	around USD 5000	yes
Post graduate Masters Programme			2-5 years	Euros 13.000	Yes
Course in Negotiation and Conflict Resolution					
Partnership building skills & attendance to the UNAIDS Regional Management Meeting	UN Staff College & UNAIDS	Partnerships	2 weeks (1 week training + a couple of days with UNAIDS partnership / social mobilisation specialists + a couple of days of regional management meeting)	USD 3,000	yes
1) UNDP VDA program and results and Management  2) Columbia Business School Training Program on Leadership Development  3) Columbia Business School Training Program on Negotiation Skills	1) UNDP VDA  2) Columbia Business School - Not for Profit Institute  3) Columbia Business School	1) Program and Results Management  2) Leadership Development  3) Negotiation Skills	1) 1 year  2) Feb 2008 - January 2009  3) April 2008 - September 2008	1) USD 3000  2) USD 4500 +AIR TICKET + some DSA for 4 days  3) USD 1500 + AIR TICKET	Yes I would recommend all three
Leadership in strategic health communication	Stellenbosch University (in collaboration with Johns Hopkins University)	Public health communication	2 weeks		No, I would not recommend this training organised by Stellenbosch University to other people, as I don t think they have sufficient expertise to teach on the issues covered. I was personally very disappointed with the course, but I have heard that the sam

Sub-Regional Environment Cluster III (SREC)	UNDP/GEF	Environment	5 days	Travel and stay USD 2,000	The SREC meeting was a decent introduction to the work of UNDP/GEF, and it was positive to meet UNDP colleagues from the region. However, there was little added value for personal professional growth.
Course on Emergency and Reproductive Health as part of a Master s Degree in International Health	University of Copenhagen	Health and Emergencies	3 weeks	USD 2,500 - can t remember exact amount	No
Two training courses: 1) JPO workshop 2) Global Learning Managers course)	UNDP	1) Governance and conflict prevention 2) Monitoring and coaching	1) 5 days 2) 2 days	Because of the long distance to attend the JPO workshop I spend large part of my DTTA on the air ticket.	Yes, it is a good opportunity to meet other JPO's, with good sessions and this time with an excellent facilitator.
Virtual Development Academy	UNDP's VDA	Various themes	1 year	About USD 3,500	Definitely - it has been an extraordinary, enriching experience.
Conflict sensitivity programming	PARRIR in Romania	Conflict Prevention and Recovery	2 weeks	About USD 3500 (including the course fee, accommodation, and flight)	Yes
2 courses (1-11 December 2008)	MDF (Netherlands)	1) Monitoring 2) Evaluation	2x 1 weeks	1) Euros 1800 2) Euros 1500	Yes extremely helpful practical useful for programme officer.
Workshop on facilitation skills with MDF Netherlands and the purchase of books on facilitation and team management	MDF Netherlands	Facilitation skills	1 week	Euros 1500	YES
An on-line course of Citizen Security organized by the UNDP Virtual School and UOC	UNDP Virtual School and UOC (Universitat Oberta de Catalunya)	Citizen Security	6 months	USD 600	Yes
IT Training courses	Dawan and Vaelia	IT skills: Dreamweaver and Access	2x 1 weeks	USD 2600	Yes

3.1.2 If you haven't used your DTTA, please select the closest statement(s)

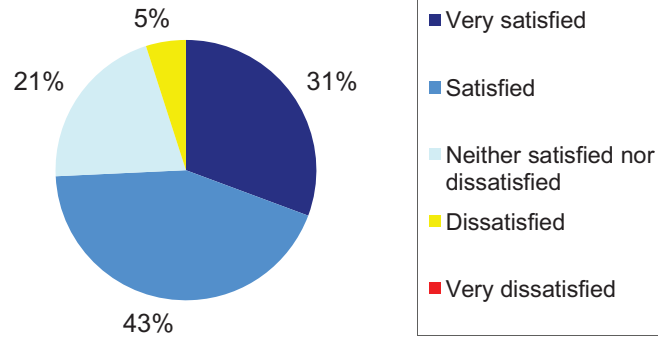


	Lack of information	No relevant training available	Lack of guidance	Lack of time	Lack of funds	Lack of authorization	No wish to use the DDTA	Future training planned
<b>2008 results</b> 151 answers (10/12/9/56/4/11/2/47)	7%	8%	6%	37%	3%	7%	1%	31%
<b>2007 results</b> 27 answers (3/3/2/32/2/3/1)	4%	4%	3%	44%	3%	4%	1%	37%

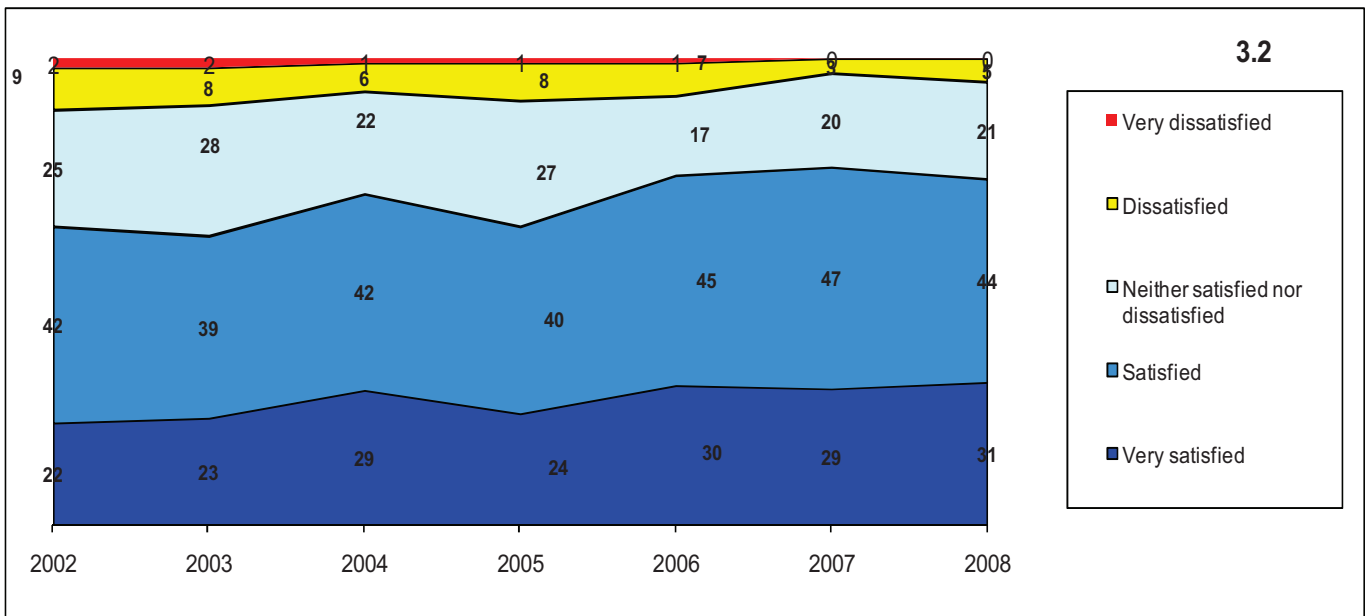


**3.2 How satisfied are you with the training/learning opportunities available to you as a JPO?**

**3.2**

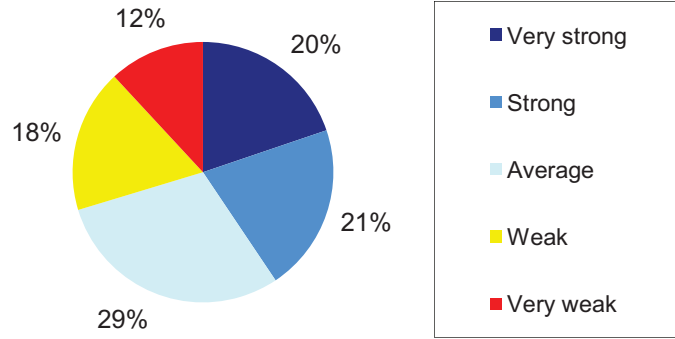


	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
<b>2008 results</b> 200 answers (61/87/42/10/0)	31%	44%	21%	5%	0%
<b>2007 results</b> 118 answers (34/56/24/4/0)	29%	47%	20%	3%	0%
<b>2006 results</b> 175 answers (53/78/30/12/2)	30%	45%	17%	7%	1%
<b>2005 results</b> 146 answers (35/60/39/11/1)	24%	40%	27%	8%	1%
<b>2004 results</b> 146 answers (41/59/31/9/2)	29%	42%	22%	6%	1%
<b>2003 results</b> 151 answers (34/59/43/12/3)	23%	39%	28%	8%	2%
<b>2002 results</b> 139 answers (31/57/35/13/3)	22%	42%	25%	9%	2%

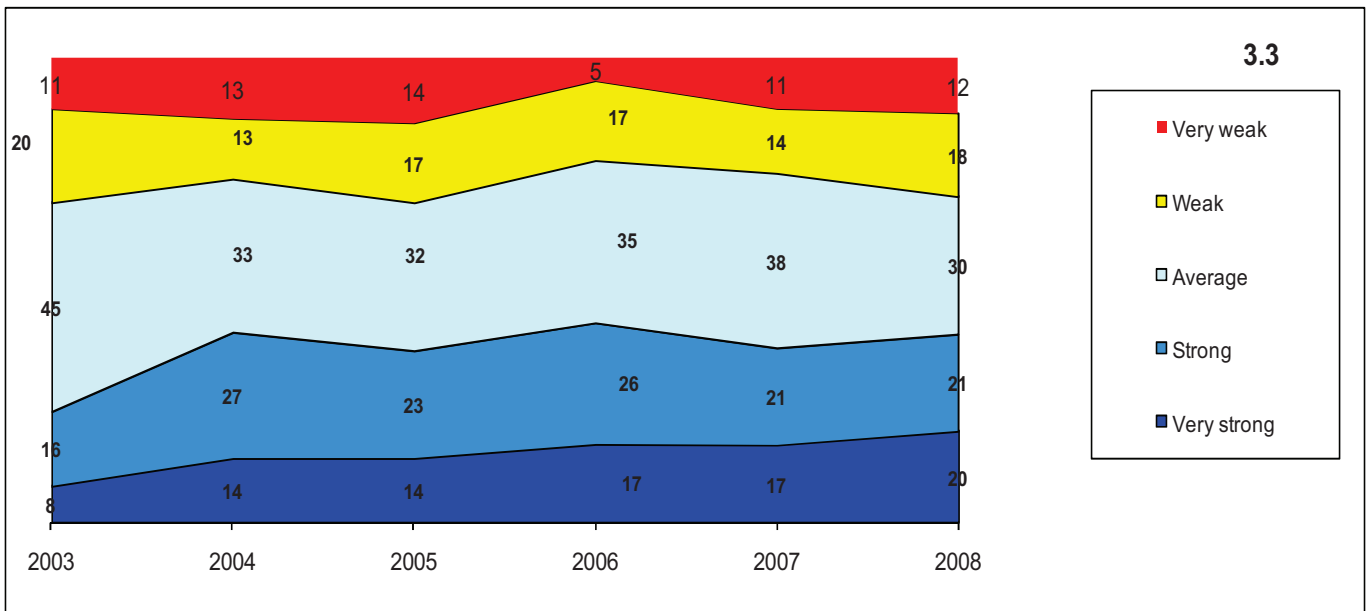


**3.3 How would you rate the support given by your supervisor in the use of your DTTA?**

**3.3**

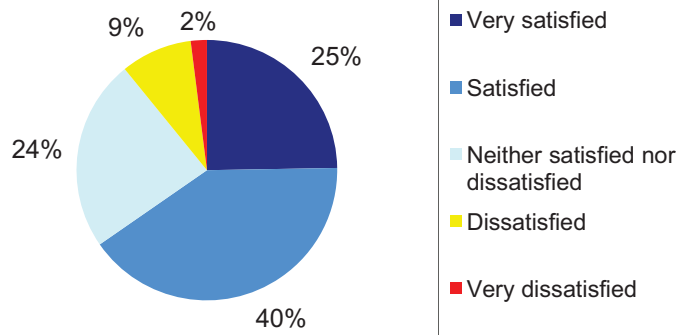


	Very strong	Strong	Average	Weak	Very weak
<b>2008 results</b> 200 answers (40/42/59/35/24)	20%	21%	30%	18%	12%
<b>2007 results</b> 114 answers (19/24/43/16/12)	17%	21%	38%	14%	11%
<b>2006 results</b> 168 answers (29/44/57/29/9)	17%	26%	35%	17%	5%
<b>2005 results</b> 139 answers (19/32/44/24/20)	14%	23%	32%	17%	14%
<b>2004 results</b> 146 answers (20/38/46/18/19)	14 %	27 %	33 %	13 %	13 %
<b>2003 results</b> 144 answers (11/23/65/28/16)	8 %	16 %	45 %	20 %	11 %

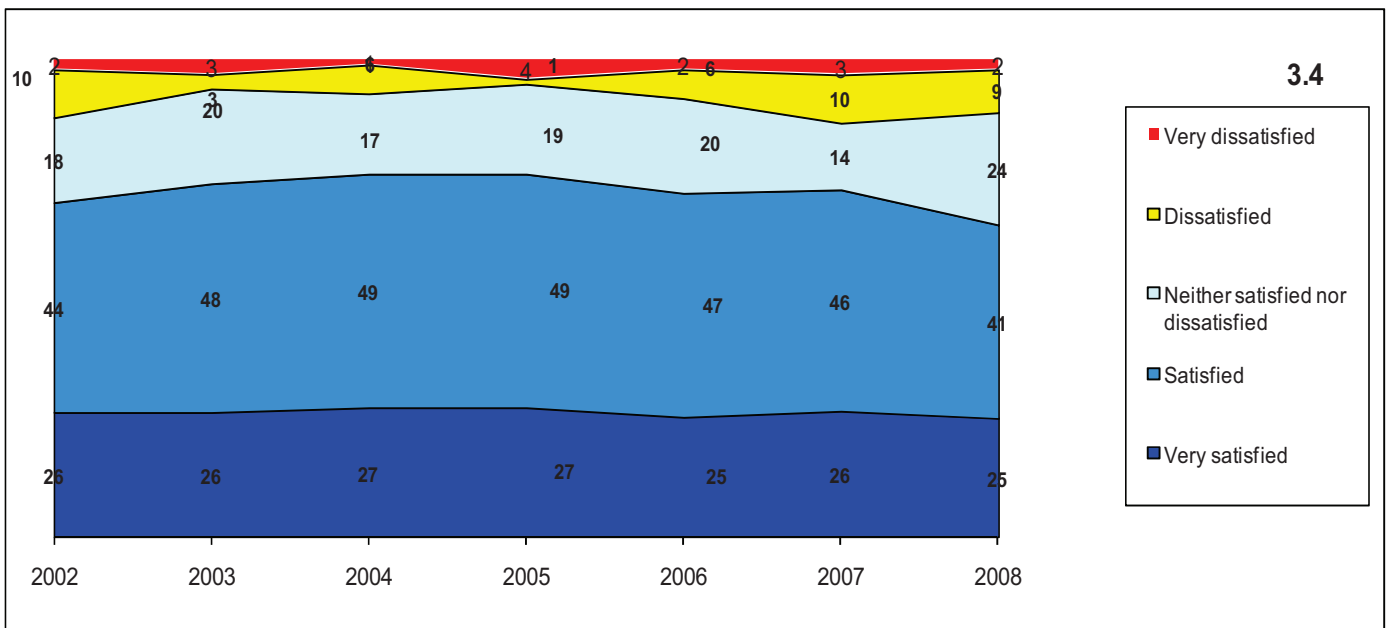


**3.4 How satisfied are you with the degree to which you have acquired new skills on-the-job?**

**3.4**



	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
<b>2008 results</b> 200 answers (49/82/48/17/4)	25%	41%	24%	9%	2%
<b>2007 results</b> 115 answers (30/53/16/12/4)	26%	46%	14%	10%	3%
<b>2006 results</b> 173 answers (44/80/35/11/3)	25%	47%	20%	6%	2%
<b>2005 results</b> 135 answers (36/66/26/2/5)	27%	49%	19%	1%	4%
<b>2004 results</b> 145 answers (38/68/24/9/1)	27%	49%	17%	6%	1%
<b>2003 results</b> 150 answers (39/72/30/5/4)	26%	48%	20%	3%	3%
<b>2002 results</b> 137 answers (36/59/25/14/3)	26%	44%	18%	10%	2%
<b>2001 results</b> <sup>24</sup> 133 answers (110/6/17)	83%		5%	12%	



<sup>24</sup> Wording of the question in the 2001 Survey: "Have you acquired new skills on-the-job?"  
2008 JPO Satisfaction Survey

### 3.5 Further comments on training and learning:

"It took me quite an effort to get Management to approve my leave from office for 4 weeks, even though I was still reachable by email."

"With the DTTA amount given per year (3000 USD), it is sometimes difficult when you are in a country office attend a training because the flight alone is already very costly. With the USD-Euro exchange rate these days, it makes it almost impossible to attend any training in Euro zone countries without using personal funding."

"Offer more courses for JPOs by UNDP, or on the job training."

"On-line courses are quite interesting and helpful."

"My supervisor suggests using the DTTA to accompany him on mission. I am sure it is probably the best learning experience to join him on mission, but I would like to take other training/learning as well. USD 3,000 are not enough DTTA - even for training/learning it is very limited."

"In general UNDP organised trainings could be more skills oriented and training on environment is underrepresented."

"I have learned about the UN and also understood the mandate of [my organization] in countries much better."

"DDTA amount should be revised on the basis of Duty Station / Location. For example, I would like to attend a training course in Boston (USA). My flight [...] costs at least one year of DTTA. Equity (and opportunities) in the use of DTTA is therefore biased on the basis of your current location. [...]"

"I am disappointed with the new skills I thought I was supposed to acquire."

"UNDP offers online training; I believe that country office support missions would actually provide training by doing which is the most relevant way to build networks and experience with often tangible and concrete deliverables and results."

"VDA is a very rewarding and intense experience. When enrolling, do emphasize the need to dedicate time to it to the supervisor and senior management. Once senior management approves the application, this should mean that minimal time is allowed for the staff to dedicate to it."

"I have acquired a lot of general coordination and planning skills, but have not been able to focus and deepen into anything in my work yet. I hope that will be better in the 2nd year of the assignment."

"It is a great opportunity and I am lucky to have my supervisor's support. But sometimes the HQ has been a bit reluctant or confused about how the DTTA should be used... UNDP CO is also confused about their role with managing the DTTA at the country level."

"In terms of on the job learning, I do not feel that I have acquired new skills, or been exposed to new and challenging opportunities as a JPO."

"With little supervision on the job learning has been the greatest asset of this assignment. There are a lot of learning opportunities within the UN system and a lot of cross learning by working with colleagues of other UN agencies on joint programming and common strategy development. Working with national project staff has also been very insightful."

"In addition to [a] workshop [...], I have had numerous training opportunities during my first year. [...] I was assigned to a four weeks audit [...] which served to train me in conducting audit fieldwork."

"We are a small team; therefore I am not very supported by my supervisor to attend trainings and to use my DTTA."

"The workload is much too high and finally we do not have enough time for training/learning activities."

"We have a training budget and various training opportunities in the Bureau, and I have therefore not seen a need for the DTTA. I would like to use it for language training, but am not sure if that is permitted. Also, I travel on mission very frequently, and don't really want to be away from my family to do a training course if it can be avoided."

"Working in the RC's office, it would have been much more useful to participate in the DOCO coordination officers course than the PPO. The PPO deals mainly with UNDP related topics, incl. Atlas, and it seems strange to spend weeks on a course, in which 75% of the topics are on UNDP matters, while you the rest of the year are told that you are neither UNDP nor UNICEF or UNFPA - but UN, and yet you do not get any training in UN coherence. I would like to propose that the JPOs working for RC units are offered the highly relevant DOCO training instead."

"Due to competing priorities and constant time pressure there is not enough time to reflect on the learnt and to discuss with relevant technical personnel on the way forward."

"Only relating instruction I have received from this office is about LMS mandatory courses. There is almost no instruction from my supervisor nor the management."

"It does not apply, I haven't had the opportunity to use my DTTA but wanted to comment on the fact that I found it to be a wonderful opportunity."

"Very good opportunity to deepen knowledge and get new inputs."

"Easy to give money, very difficult to find trainings really related to your work."

"I am very concerned about un-learning some of the skills I gained before my JPO assignment, such as specific technical skills in my area of expertise, software/data analysis skills, etc. Does the JPOSC have a policy or recommendation on this?"

"I am glad that Spain increased the funds available for DTTA. Usually USD 1500 is not enough and you need co-finance yourself or the office."

"My office has been very supportive and offered to me several training opportunities (mostly internal to UNDP)."

"I would like to have the opportunity to participate to UNDP courses for UNDP JPO, but I realized I do not have entitlement to them because I figure as WHO JPO, at the end."

I see colleagues at other offices and at other UN agencies getting many training courses in-house or with other colleagues as part of the job. I have not been so fortunate but have been learning lots just doing my job and have been able to use my DTTA in an interesting way so far."

"I am very thankful to the DTTA system, which allowed me to attend some amazing courses worldwide three times! They were ones of the best experiences during my JPO-ship."

"The beginning of my assignment has been very challenging and even disappointing. However, as a positive side, I see it has in itself been an important learning opportunity about coping with difficulties and stressful situations in a challenging environment."

"There is not much training in the office. We are expected to learn by doing."

"The VDA training is pretty heavy but worth considering for the best use of the DTTA allocation. It would be useful if the JPOSC could discuss with the LRC to extend the scope of training activities available, and publish lessons learnt and recommendation from JPOs so as they can benefit the whole staff. It would be useful as well to extend the scope of courses offered. For example, the European Commission offers courses on the evolution of global affairs, public finances etc. UNDP/LRC courses focus more on internal/corporate issues but would gain in substance and profile if they could be extended to a broader range of thematics. The JPOSC and LRC could work together so as to maximise the experience from JPOs through their DTTA."

"I have already used my 2nd year DTTA on 10 day ATLAS training (new version 9.0) v. This was very useful for my daily work."

"The exchange of lessons learned and experiences face-to-face with other offices is the most valuable kind of training and I would definitely recommend and encourage other JPOs to take this kind of initiative."

"In my almost two years in the same office, I have not been able to attend a lot of trainings, some of it due to lack of support. I have travelled out of the office twice - once for a mission, and once using my DTTA for detail assignment. There is not much encouragement to participate in workshops or trainings."

"It is often difficult to take the time to find appropriate training opportunities once you get caught up on the day to day business of doing your job. And nobody else around you has the same fund to do training so there is no strong culture of supporting/sharing training/learning opportunities. I got most of my ideas from the JPO net."

"I can see it is very important to be active on using the DTTA, otherwise there is pressure to use it for what is convenient to the office, not to you."

"My idea is to find and attend in the next 12 months a good specialization course [...], in order to improve my skills related to the [...] sector."

"It would be useful to have an overview of training possibilities in the US (New York or at least North-eastern states).

Also, I have not yet formally tried to participate in a training course but my supervisor is not so keen on this as it means that I will be away from the office for some time. My supervisor prefers me to take an online course, but I prefer to take a real-life course with face-to-face interaction with the teachers and other participants.”

“Supervision and guidance [...] was excellent.”

“I have not raised the question yet as I have just arrived.”

“A lot of opportunities would be available if I only had the time. I have a pile of training CDs which I still haven’t had time to start. Also, many online diplomas sound interesting but simply don’t have the time.”

“[My agency] is pushing JPOs to use DTTA for field missions which is a scandal [...] JPOs have repeatedly risen. Furthermore, DTTA should be adapted to the duty station [...].  
As usual, [my country office] was extremely unwilling to assist administratively and the payment for the training was made 3 MONTHS after completion of the training (despite receiving all relevant supporting documentation a week later).”

“I was given permission twice to schedule a training course but whenever time comes to leave, I was recommended to postpone. In the end, I spent 15 months without being able to use my DTTA.”

“I have been completely free to choose what I wanted to spend the DTTA on which suited me.”

“During my assignment, all meetings I attended abroad were expected to be financed from my DTTA. My office only paid for travel of my supervisor. This gives me the impression JPOs are seen as a free resource, and that it is not sufficiently understood that it is also a resource an office should be committed to invest (something, when needed) in.”

“I would have liked more on-site support in training on ATLAS and financial management (budgets, shadow-budgeting, accounts, financial reports, etc).”

“My supervisor was not aware of the DTTA, so she couldn’t have encouraged my using it.”