



**UNITED NATIONS SYSTEM STAFF COLLEGE
ANNUAL REPORT**



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“With their professionalism, expertise and dedication, [staff] are the UN’s most important resource. A resource that has to be cared for, developed, used efficiently, and whose voice needs to be heard.”

UN Secretary-General, António Guterres

The UNSSC is dedicated to the United Nations’ most precious resource - staff. We are a strategic ally for Member States and UN entities interested in developing capacity-building initiatives that make integrated thinking and change a core objective. In 2016 we continued our commitment to collaborating with our partner agencies - focusing on how learning and training can further result in a more effective, efficient, collaborative and agile workforce throughout the system.



Transformation through knowledge is the way forward

2016 marked another exciting year of growth and innovation worth celebrating for the United Nations System Staff College. We expanded our reach into new geographies, and reached new frontiers for learning and advisory services dedicated to building capacity in support of the 2030 Agenda for Sustainable Development. Our learning initiatives (including residential courses, distance-learning, strategic exchanges and seminars), knowledge products, and advisory services now reach more than 10,000 UN staff and partner representatives worldwide each year.

To remain relevant, effective and impactful the UN system needs to transform by adopting new ways of working. Since the 2030 Agenda is now the overarching framework guiding the work of the entire international community, we believe that disseminating knowledge and expertise by leveraging relevant, engaging and contemporary methods will not only enable the development of capacity within the UN but also support Member States in implementing the transformative 2030 Agenda.

In 2016, we proudly inaugurated our new Knowledge Centre for Sustainable Development in Bonn, Germany. The Centre quickly positioned itself as one of the key learning and training outfits for sustainable development within the UN system. The Centre integrates knowledge across UN agency mandates, fosters inter-agency coherence and strengthens dialogue within and beyond the UN system, while facilitating transformative learning in support of the Sustainable Development Goals (SDGs).

We also continued to build on our unique position as the only UN organization mandated to provide inter-agency learning, training and knowledge sharing, and worked towards boosting our potential to act as a change agent for the entirety of the UN system. Efforts in this respect revolved around our UN Laboratory for Organizational Change and Knowledge (UNLOCK) initiative. UNLOCK provides a comprehensive set of learning interventions and advisory services designed to promote a culture of change and innovation across the UN system.

We worked very hard in 2016 to maximize the power of learning and knowledge as a conduit to boost the ability of the UN and partners to adapt to the new 2030 landscape.

We will continue in 2017 and beyond, because transformation through knowledge is the way forward.

Thank you.

Jafar Javan
UNSSC Director



HIGHLIGHTS FROM THE YEAR



OUR NEWLY-BORN KNOWLEDGE CENTRE FOR SUSTAINABLE DEVELOPMENT

A world class learning space has been established in Bonn, Germany, with the aim of putting the Staff College at the forefront of learning and knowledge for sustainable development. The UNSSC Knowledge Centre fosters inter-agency coherence, and strengthens dialogue and networks within and beyond the UN system. The Centre's role in inter-agency learning, knowledge sharing, and knowledge management enhances coherence of development interventions and increases operational and conceptual capacity of UN staff as well as representatives from academia, governments, civil society and the private sector. The Knowledge Centre also acts as a second Staff College campus, away from Turin, Italy, and is close to a large number of United Nations staff in Bonn, providing a cost-effective location for the delivery of other regular Staff College courses.



CHANGING THE WAY THE UN WORKS

By placing innovation, collaboration, leadership and staff engagement at its core, our UN Lab for Organizational Change and Knowledge (UNLOCK) is working to shift how the UN system learns, thinks and works. The Lab delivered a number of learning interventions designed to connect the entire UN family in advancing organizational change at all levels through advisory services and learning activities.



OUR PARTNERSHIPS APPROACH

The College's partnership approach to learning aligns with the key underpinnings of the 2030 Agenda, which encourage multi-stakeholder engagement and partnerships. Through its collaboration with various institutions, within and beyond the UN system, the College has harnessed the knowledge and expertise of its partners to develop high-quality and novel learning products. Key partners ranged from leading NGOs such as Oxfam, to renowned academic institutes such as Harvard Business School, Lee Kuan Yew School of Public Policy, the University of Cape Town and the London School of Economics; to other relevant actors such as the Consensus Building Institute (CBI), the Data Pop Alliance, and the Simpleshow Foundation.



CONNECTING THE UN WITH PROMINENT EXPERTS

The College attracts a diverse faculty of world-renowned speakers, subject-matter experts, as well as current and former United Nations senior officials who inspire UNSSC learners with knowledge and insights. In this way, the College brings innovative thinking, academic rigour, and context relevancy to bear in building staff capacity to address the most critical issues facing the UN. In 2016 they included, Leymah Gbowee, 2011 Nobel Peace Laureate; Frederik Pferdt, Head of Innovation & Creativity, Google Inc.; Jeffrey Sachs, Director of the Earth Institute and the Sustainable Development Solutions Network; South African artist and former Robben island political prisoner, Lionel Davis; and many others.



DISTANCE LEARNING

The year saw a spike in distance learning attendance. The Staff College attracted 1,311 participants and delivered 35 online courses in 2016, compared to 608 participants and 33 courses in 2015. This is in line with our strategy to gradually transform the institution from one that offered only in-classroom training to a learning hub with a growing portfolio of blended courses and events. We believe that distance learning provides concrete opportunities for a considerable segment of UN staff worldwide to expand their knowledge or sharpen their professional skills, who otherwise may have not been able to attend face-to-face courses.

FACE-TO-FACE LEARNING IN 19 COUNTRIES



OUR GLOBAL OUTREACH

Countries	Participants	Learning Events
 Colombia	57	2
 Cuba	19	1
 Ethiopia	36	1
 Germany	275	20
 Italy	682	25
 Jordan	26	1
 Kenya	63	3
 Mali	46	2
 Panama	16	1
 Senegal	49	2
 Singapore	25	1
 South Africa	21	1
 Switzerland	195	8
 Thailand	21	1
 Tunisia	47	3
 Turkey	20	1
 Uganda	28	1
 Ukraine	12	1
 United States	270	11

WHO WE SERVED

DIRECT TRAINING

Learners directly trained by the College either through face to face or distance learning activities.

3,280
PARTICIPANTS

INDIRECT TRAINING

Learners trained by UNSSC certified trainers through the multiplier effect of “training of trainers.”

7,057
PARTICIPANTS

USERS OF ONLINE TOOLS

Learners actively using tools including Communities of Practice and web-based products developed and/or managed by the UNSSC.

5,659

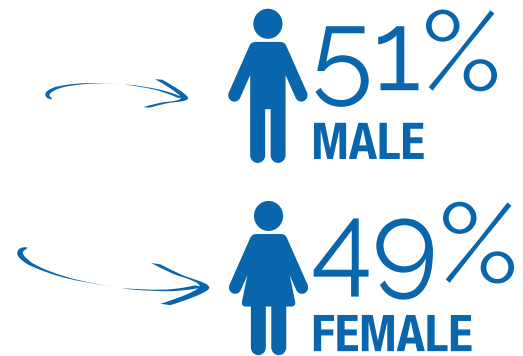


TOTAL BENEFICIARIES

15,996

DIRECT TRAINING

2,034
SERVED



TESTIMONIALS

“The learning and training provided at the Knowledge Centre deepened my understanding of Sustainable Development Goals (SDGs), their human rights based foundation, universal applicability as well as the holistic approach of the SDGs. With this knowledge, I am better placed to advise and promote the work and activities of our target groups, which are local/state governments, municipal governments and actors, state and non-state actors in the field of development politics and development cooperation.”

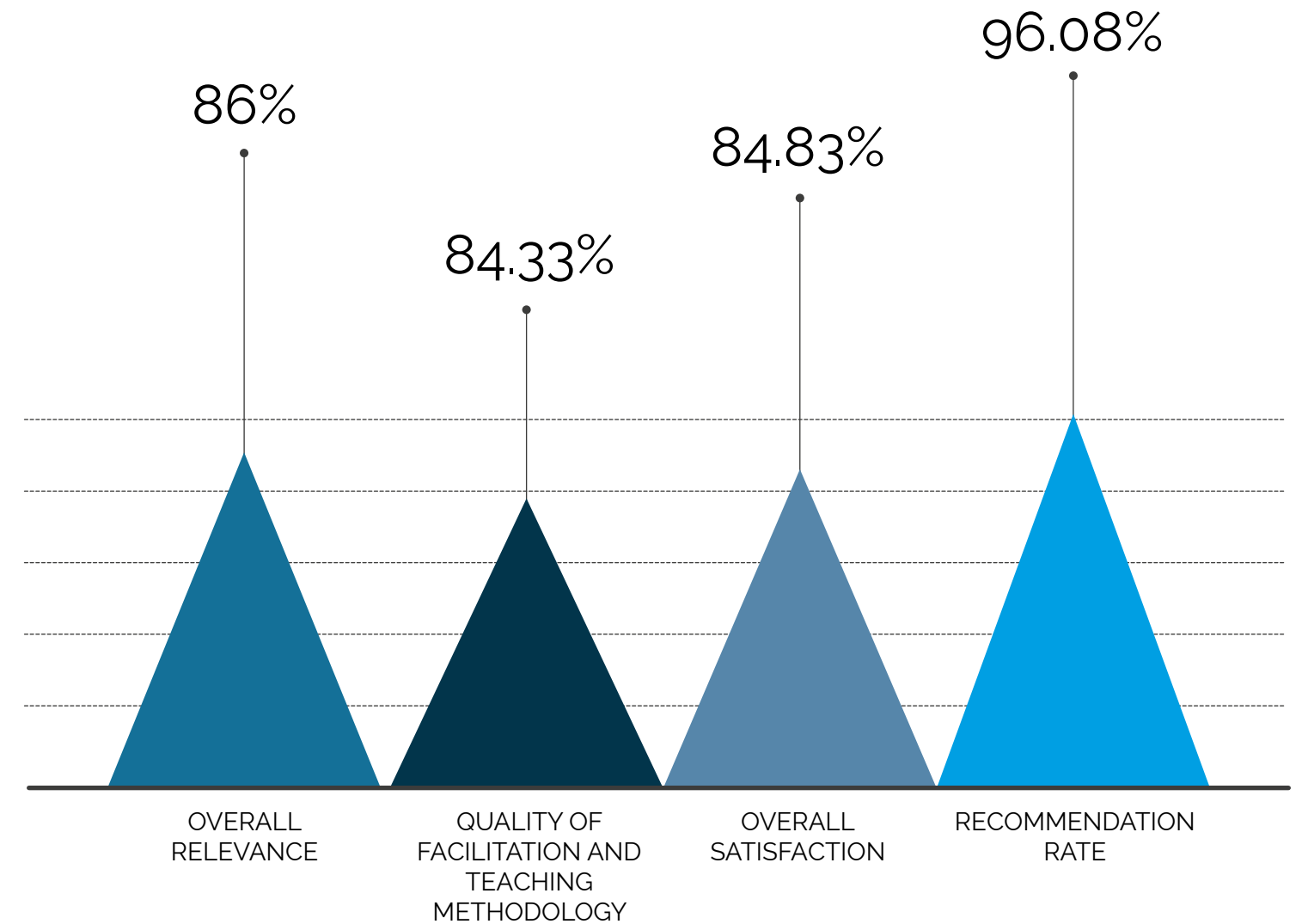
“Je viens de recevoir un mail annonçant la fin officielle du cours. J’ai beaucoup appris et j’ai apprécié particulièrement l’opportunité de pouvoir mettre en pratique les concepts qui nous furent repassés. Je tiens à te remercier pour ta disponibilité et bienveillance, démontrant un grand professionnalisme depuis le premier contact. Mes félicitations les plus chaleureuses et que le groupe UNSSC puisse continuer à nous offrir de telles opportunités d’apprentissage. Nous en avons tous très besoin.”

“This was one of the best if not the best course I have attended in my UN career. It was so mind-opening and inspiring. Thank you for the great opportunity to pause, take a step back and reflect! I feel much grateful and inspired!”

“In my ten-year career with UN(DSS), this is the first time I followed an excellent and academic course. Everything was perfect. Excellent coordination between UNSSC and instructors, as well as participants. The course was well tailored and designed and the online course system was perfect. The course content is excellent and goes beyond my aspirations and expectations. I felt the value of having attended a course having this level of excellence. All DSS officers should be nominated to take this course.”

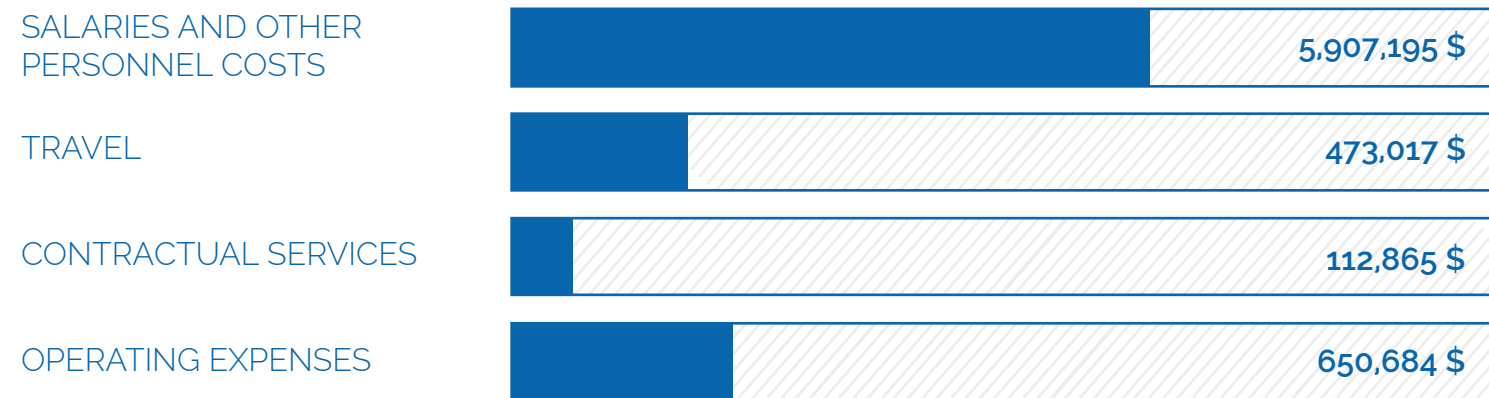


END OF COURSE EVALUATION



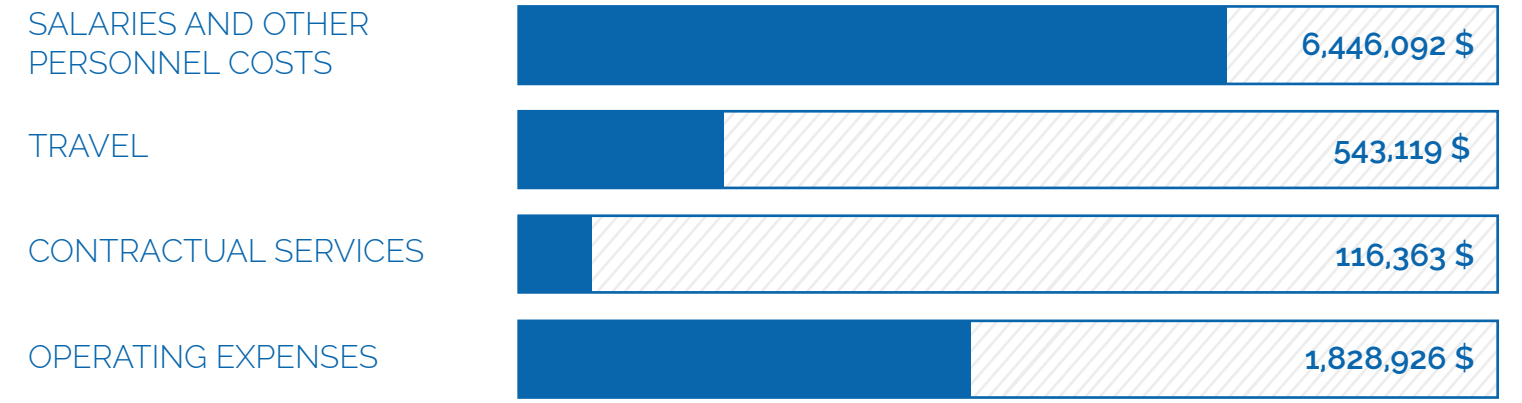
EXPENDITURE BY YEAR

2015



TOTAL: 7,143,761 \$

2016

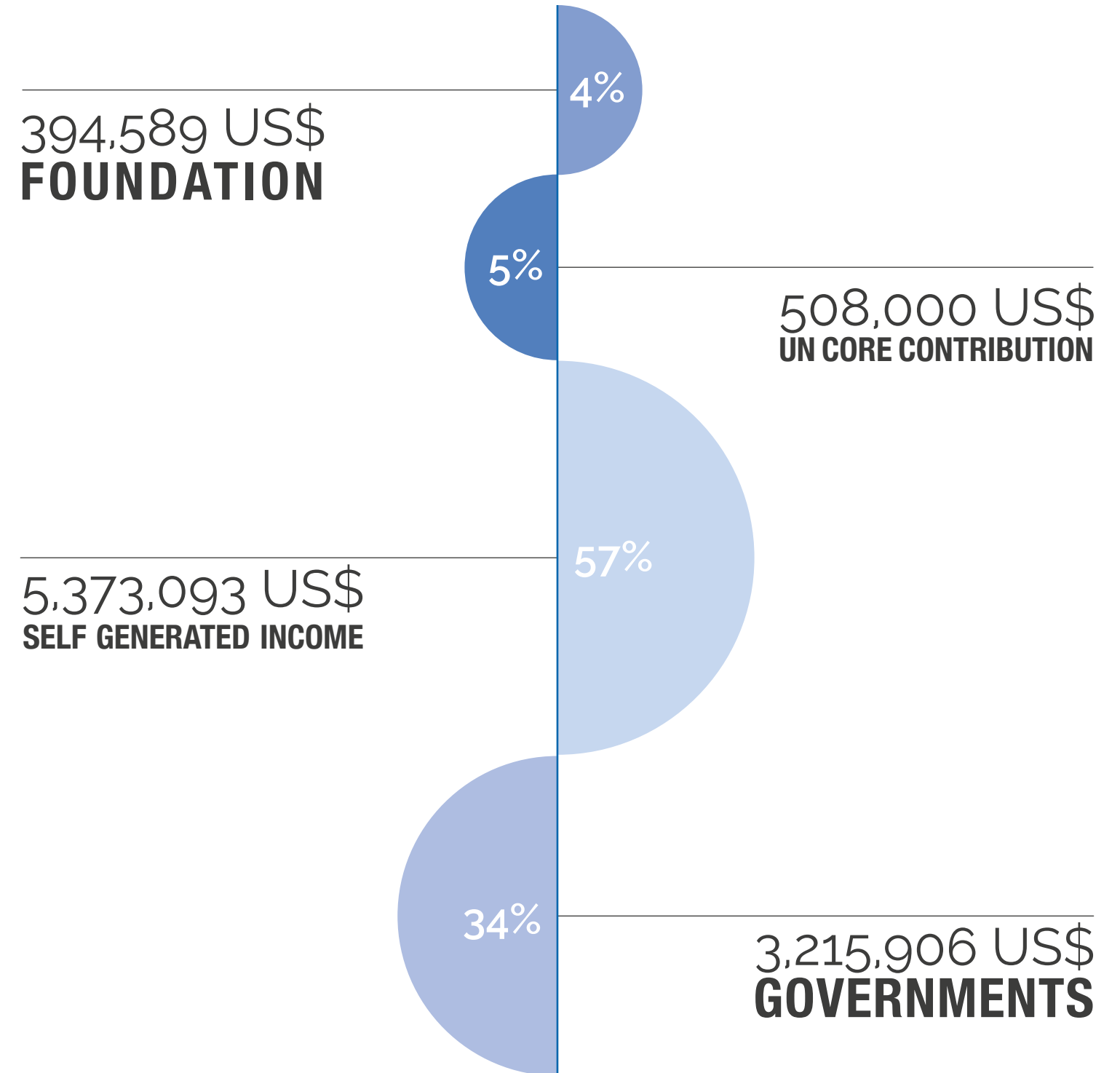


TOTAL: 8,934,499 \$

TOTAL FUNDING BY SOURCE FOR 2016

(expressed in US dollars)

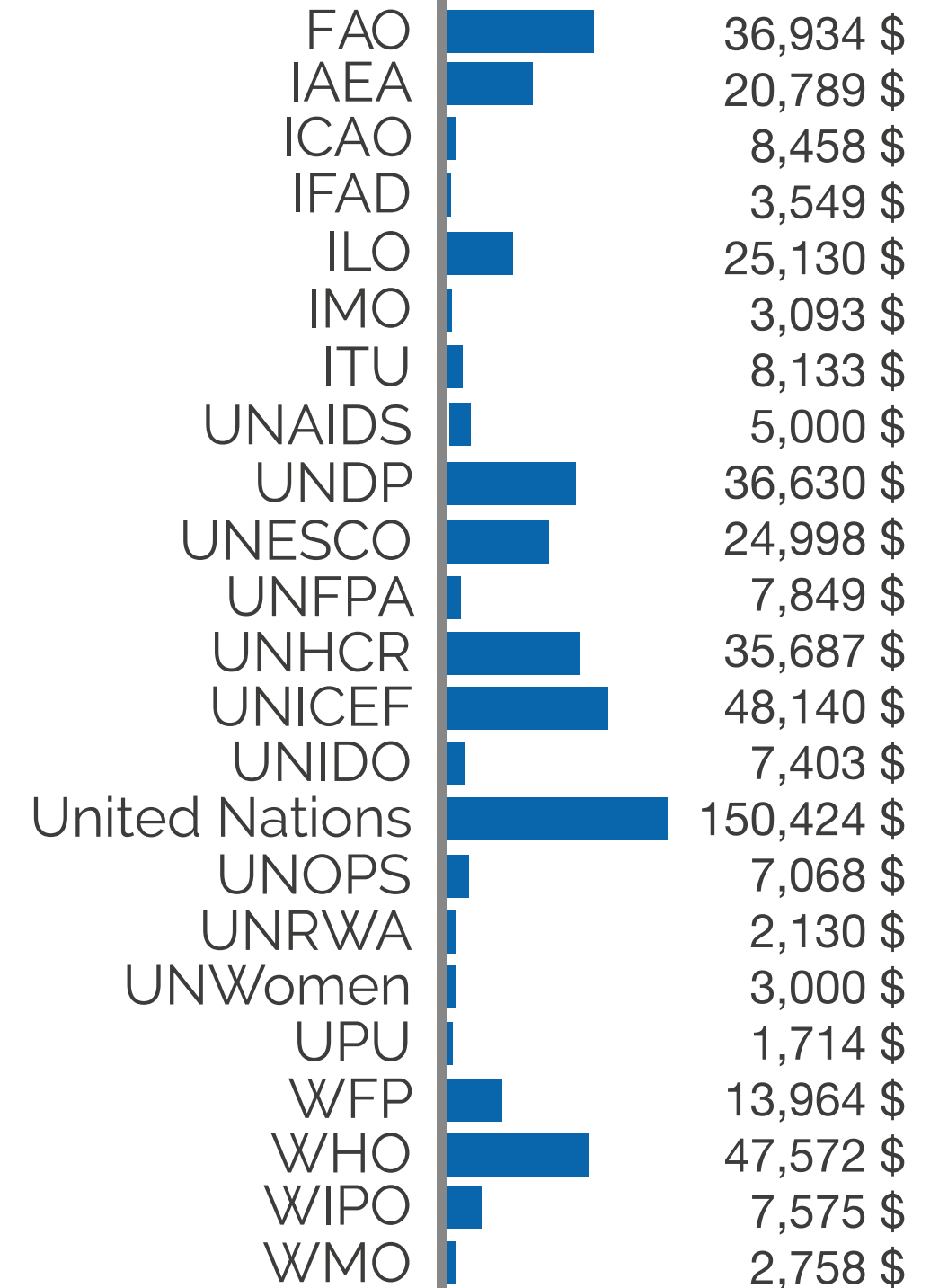
TOTAL:
9,491,587 US\$



CORE CONTRIBUTIONS FROM UN AGENCIES 2016

(expressed in US dollars)

**TOTAL:
508,000 US\$**



STATEMENT OF FINANCIAL POSITION

(thousands of United States dollars)

	31/12/2016	31/12/2015
CURRENT ASSETS		
Cash and cash equivalents	2,949	3,870
Investments	7,285	7,000
Assessed contributions receivable	-	-
Voluntary contributions receivable	204	469
Other receivables	921	954
Advance transfers	67	87
Inventories	-	-
Other assets	2,735	1,014
TOTAL CURRENT ASSETS	14,161	13,394
NON - CURRENT ASSETS		
Investments	-	-
Advance transfers	-	-
Property, plant and equipment	38	30
Intangibles	-	-
Other assets	-	-
TOTAL NON - CURRENT ASSETS	38	30
TOTAL ASSETS	14,199	13,424

	31/12/2016	31/12/2015
CURRENT LIABILITIES		
Accounts payable and accrued payables	101	2
Employee benefit liabilities	61	76
Advance receipts	656	1,031
Other liabilities	-	-
TOTAL CURRENT LIABILITIES	818	1,109
NON - CURRENT LIABILITIES		
Employee benefit liabilities	6,267	5,963
Other liabilities	-	-
TOTAL NON - CURRENT LIABILITIES	6,267	5,963
TOTAL LIABILITIES	7,085	7,072
NET ASSETS		
Accumulated surplus	7,114	6,352
TOTAL NET ASSETS	7,114	6,352
TOTAL LIABILITIES AND NET ASSETS	14,199	13,424

OUR GOVERNANCE

The Director of the UNSSC reports to the Board of Governors on an annual basis. The UNSSC Board of Governors is composed of nine UN representatives selected by the UN Chief Executives Board (CEB) and appointed by the UN Secretary-General.



UNSSC BOARD COMPOSITION 2016

Chair of the Board



Edmond Mulet
UN Chef de Cabinet
Executive Office of
Secretary-General

Members



Janice Dunn Lee
Deputy Director-
General and Head of
the Department of
Management, IAEA



Getachew Engida
Deputy Director-General
UNESCO



Tegegnetwork Gettu
Associate Administrator
UNDP



Navid Hanif
Director Office of
ECOSOC Support and
Coordination, UNDESA



Elliot Harris
Assistant Secretary-
General and Head of the
New York Office, UNEP



Manoj Juneja
Assistant Executive
Director and Chief
Financial Officer, WFP



Jane Stewart
ILO Special
Representative to the
United Nations and Vice-
Chair of the HLCP, ILO



Carole Wainaina
Assistant Secretary-
General for Human
Resources Management,
OHRM

Ex-officio Members



Jafar Javan
Director, UNSSC



Simona Petrova
Acting Secretary and
Director, CEB



Nikhil Seth
Executive Director
UNITAR

OUR ADDED VALUE

GEARED TOWARDS THE TRANSFORMATIVE 2030 AGENDA

Through our learning and knowledge products, we support UN staff and other relevant stakeholders in identifying innovative approaches to deliver on the requirements of a universal, more integrated and holistic 2030 Agenda.



TRULY INTER-AGENCY

We bring together UN staff from across the system in a truly inter-agency spirit to learn from each other, exchange views on common issues, and build networks to continue learning beyond the classroom.

ACCESSIBLE

We offer residential courses in state-of-the-art facilities on the UN Campuses in Turin, Italy and Bonn, Germany. We also deliver training in over 50 countries each year, thanks to our mobile team of trainers.

RELEVANT TO DAILY UN WORK

We blend external expertise with practical UN experience. Courses feature subject-matter expert solutions, think tanks, the private sector and civil society, as well as experienced UN practitioners.

UN-SPECIFIC

We are part of the UN family, so we know what it means to work in the United Nations - be it in the field or at headquarters, in the middle-income countries, in programmes or in operations, in entry-level or management positions.

DELIVERED DIRECTLY AT DESK

Our distance learning courses combine self-paced online learning with live sessions with the course instructor and participants from across the UN system and beyond. UN staff, as well as partners can learn how they want, when they want, and still benefit from an interactive experience.

TAILOR-MADE

We design and deliver customized learning programmes on-demand to meet the specific needs of organizations, departments, peace operations, or inter-agency groups.

OUR AREAS OF EXPERTISE

The Staff College delivers open enrolment courses and learning events both face-to-face and at a distance in many areas which are crucial for UN staff.

LEADERSHIP
DEVELOPMENT



MANAGEMENT
DEVELOPMENT



PEACE &
SECURITY



SUSTAINABLE DEVELOPMENT
& 2030 AGENDA



KNOWLEDGE
MANAGEMENT





WHO WE ARE



ESTABLISHMENT

The UNSSC was established on 1 January 2002, by the United Nations General Assembly's Resolution A/RES/55/278.



MISSION

To contribute to a more effective, results-oriented and agile United Nations through learning, training and knowledge dissemination.



OUTREACH

Every year, we offer approximately 100 learning events, benefiting over 8,000 UN staff and partners on average.



MANDATE

To serve as a system-wide knowledge management and learning institution, with a view to fostering a cohesive management culture across the United Nations system.



HEADQUARTERS

The UNSSC is based in Turin, Italy and, since 2016, it has opened the Knowledge Centre for Sustainable Development in Bonn, Germany.



WHAT WE OFFER

Residential courses on the UN campuses, e-learning opportunities, as well as "at the door" training in some 60 countries annually.



VISION

To provide the skills and knowledge to empower the most valuable resource of the UN system: our people.



STAFF SIZE

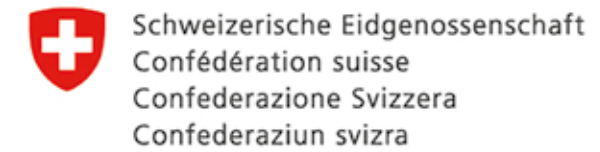
The UNSSC has 39 staff members, 69% directly engaged in learning and training activities.



WE ARE KNOWN FOR

Helping the diverse staff of the UN system and other partners to learn together, share experiences, and formulate joint solutions to the challenges facing the UN.

OUR SPECIAL THANKS GO TO



...and to our alumni!



HEADQUARTERS

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KNOWLEDGE CENTRE FOR SUSTAINABLE DEVELOPMENT

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UNITED NATIONS
SYSTEM STAFF COLLEGE

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