

# INAP

INSTITUTO NACIONAL DE  
ADMINISTRACIÓN PÚBLICA



 <p>GOBIERNO DE ESPAÑA</p>	<p>MINISTERIO PARA LA TRANSFORMACIÓN DIGITAL Y DE LA FUNCIÓN PÚBLICA</p>	<p><b>INAP</b> INSTITUTO NACIONAL DE ADMINISTRACIÓN PÚBLICA</p>
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[www.inap.es](http://www.inap.es)



The INAP is a *body* attached to the Department of Finance and Civil Service.

Its current functioning is regulated by [Royal Decree 464/2011](#) of 1 April 2011, which approves its Articles of Association.

It has two sites located in historic buildings: Madrid, Calle Atocha 106, and Alcalá de Henares, Plaza San Diego.

# Serving citizens and public authorities



Alcalá de Henares

INAP

# Our strategic framework 2021-2024

## Objectives

- Strengthen the role of INAP in the institutional network of Spanish public administration centres and schools, as well as international institutions of this nature, especially those in Latin America.
- To turn INAP into a reference centre for public employment selection and for attracting the most suitable people for the requirements of contemporary administration.
- To consolidate and communicate a cooperative learning model with a competency-based approach and based on interconnected actions and resources.
- To promote research, reflection and debate, as well as to generate and disseminate open knowledge on public administration and public value.
- To adapt the structure, organisation and functioning of the institution to the strategic challenges it faces.

## The INAP's values

Transparency  
and  
accountability

Effective  
equality and  
inclusion

Sustainable  
development

Representation  
and participation

# Our work

[Providing training for public services](#)

[Providing support for public administration research](#)

[Managing selection processes for accessing General State Administration organisations and grades](#)

[Selecting and training for different grades of nationally qualified local government civil servants](#)

[International relations and cooperation](#)

[Managing a specialist public law and public administration library](#)



The INAP  
in figures  
2023

**194,277**

**applications** were submitted for national government and local government positions

**32,036**

**places** for accessing **public employment** positions were managed by the INAP

**226,214**

**resources** held in the INAP library

**78,229**

**people** took part in **learning** activities

**13,982**

**teaching hours** delivered through training activities

# Public service training

Cooperative learning model with a competency focus and based on interconnected actions and resources.

## First Learning Strategy 2023-24

Social skills

Public administration and management

Digital and remote working skills

Language skills

Public

This is the result of extensive teamwork by the entire INAP Learning Community:

- Government departments
- Autonomous bodies
- General State Administration training centres
- Executive centres
- Trade union representatives
- Public consultation



### Training plans

This strategy has reorganised three core theme-based plans:

- [Second INAP Open Government Training Plan \(2021-24\)](#).
- [First INAP Training Plan on Sustainable Development Goals \(SDGs\) and 2030 Agenda \(2022-25\)](#).
- [Second Equality and Non-Discrimination Training Plan \(2023-24\)](#).



### National School for Senior Public Management

- Specific learning programme for civil servants with senior management and leadership roles.



### Skills ecosystem

- Its aim is to contribute to the professionalisation of public employees.
- Multi-disciplinary, professional and open development.



# Learning programmes and service types

PROFESSIONAL  
AND  
CONTINUOUS  
DEVELOPMENT  
PROGRAMME

MANAGEMENT  
LEARNING  
PROGRAMME

SELECTIVE  
COURSES AND  
INTERNAL  
PROMOTION

INTERNATIONAL  
LEARNING  
PROGRAMME

TEACHING  
INNOVATION



In-person

Physical, dynamic, participative and collaborative classrooms.



Online

A model where new technologies and digital tools expand potential.



Blended learning

Online training complemented by face-to-face sessions to develop the content.

## Types of online training:

- **TUTORED:** supervised and monitored.
- **DYNAMIC:** horizontal experiences managed by a motivating teaching team.
- **AT YOUR OWN PACE:** self-managed, without teaching support.

# Management of **selection processes** for accessing General State Administration organisations and grades



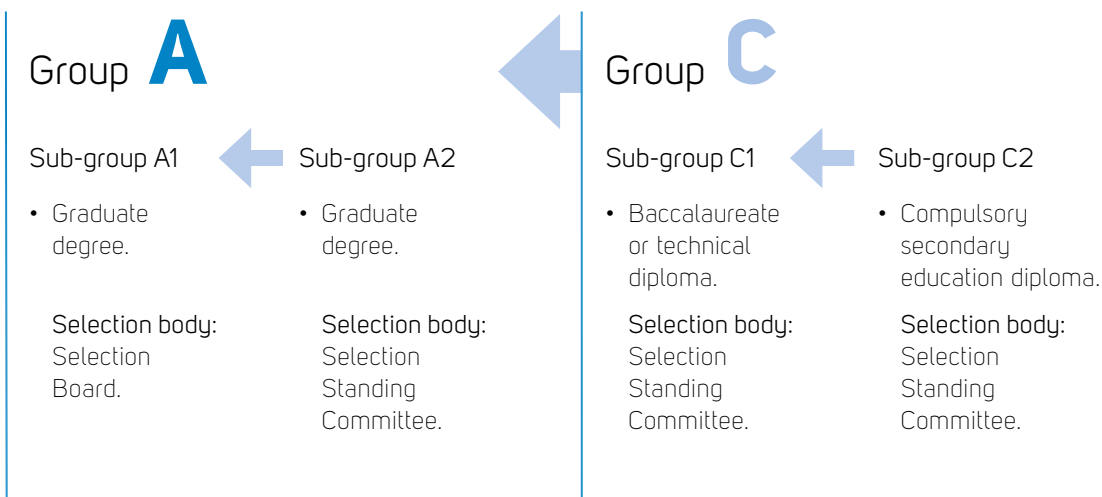
**Constitutional principles** of equality, merit and capacity, and other principles: transparency, publicity, impartiality and agility.

The INAP **processes 32% of all public employment vacancies** within the General State Administration.

It manages the **selection processes** for access to national civil service organisations and grades - those attached to the Secretary of State for the Civil Service, as well as the grades of nationally qualified local government civil servants.

The **Selection Standing Committee** is attached to INAP, which chairs it. It is the the body in charge of selection processes that do not have a specific selection board.

## Qualification required for entry into public employment vacancies managed by the INAP





# Support for public administration research



## Library

- Bibliographic and document centre specialising in public administration and public law.
- Historical documentary collection, with printed sources from the 16th century onwards.
- Project to digitise the library collection up to 1920.



## Projects, grants and awards

- Training and research grants for university graduates.
- INAP-Fulbright Scholarship.
- Research projects.
- PhD award.
- Grants to support the preparation for civil service examinations.



## Publications

- [Journal of Local and Regional Government Studies \(REALA\)](#).
- [Journal of Public Policy Management and Analysis \(GAPP\)](#).
- [Journal of Administrative Documentation \(DA\)](#).
- [Studies and monographs on key current administrative issues](#).



## [INAP Social](#)

Social network made up of topic-related communities driven by expert community managers from different authorities, with outstanding track records in their respective areas.



## Seminars and lectures

Presentations, seminars, lectures, round tables and other training and discussion events organised by the INAP are available on its YouTube channel.





# Public **Innovation** Laboratory

Aimed at supporting the change processes of public authorities, contributing to enhancing their existing technology, talent and experiential knowledge.

Permanent space for meeting, debating, analysing, experimenting, exchanging and collaborating in the field of public policies and services.

talent  
innovation

## Highlighted projects

- Methodology to facilitate the implementation of a new generation workplace in the Spanish Home Office.
- Design and experimentation of inter-municipal collaboration processes to share public talent.
- Guide to support national departments and administration bodies as they decentralise their selection testing.

# International **relations** and cooperation

## Institutional relations

### Bilateral framework:

Strategy for strengthening relations with other states through legal or cooperation instruments (Memorandum of Understanding, agreements, projects, etc).

### At European Union level:



[European School of Administration](#)



European Personnel Selection Office

[European Personnel Selection Office](#)



EIPA | European Institute of Public Administration

[European Institute of Public Administration](#)



[Network of Directors of Institutes and Schools of Public Administration](#)

### Multilateral framework:

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#### Latin America and the Caribbean:



CLAD

CENTRO LATINOAMERICANO DE ADMINISTRACIÓN PARA EL DESARROLLO

[Latin-American Administration Centre for Development](#)

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#### Global:



[International Institute of Administrative Sciences](#)



[Organisation for Economic Co-operation and Development \(OECD\) Network of Schools](#)



[United Nations Committee of Experts on Public Administration](#)

# Technical cooperation for development (Latin America and The Caribbean)

## Strategic partners:



[Latin-American Administration  
Centre for Development](#)



[Ibero-American  
Secretariat General](#)



[Spanish Agency for International  
Development Cooperation](#)

## Partners:



[Organisation of Ibero-American States for  
Education, Science and Culture](#)



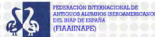
[Organisation of American States](#)

## Relevant technical activities:

### Learning and professional development:



[Andean Development  
Corporation. Diploma in  
Applied Public Management,  
in collaboration with the  
Andean Development  
Corporation \(CAF\)](#)



[Annual lectures and  
seminars in collaboration  
with FIAA-INAPE  
\(International Federation  
of Ibero-American INAP  
Alumni\)](#)



[Plan for Transferring, Exchanging  
and Managing Knowledge for  
the Development of Spanish  
Cooperation in Latin America and  
the Caribbean -INTERCOONECTA  
- in collaboration with the Spanish  
Agency for International Development  
Cooperation \(AECID\)](#)

Bilateral institutional strengthening between countries (assistance projects, study visits, etc).



Sustainable Development Goal 16:  
Peace, justice and strong institutions.

Sustainable Development Goal 17:  
Partnerships for the goals.

## Madrid headquarters

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