

The logo for INET, consisting of the letters 'INET' in a large, white, serif font on a dark orange background.

Institut National
des Etudes Territoriales

INET was set up by the French national centre for local and regional government, the *Centre national de la fonction publique territoriale (CNFPT)*, as a national training facility offering initial and continuing training to managerial staff of large local and regional authorities (eg. towns with more than 40 000 inhabitants, intermunicipal bodies, *départements*, regions). It is the CNFPT's skills centre for promoting "Strategic management of local and regional government".

A large green title for the document, set against a background image of a modern building and people working at a table.

Training managers for local and regional government

Aims

>> Prepare trainees for their first managerial post (initial training)

■ INET provides training for:

- > trainee administrators, librarians and curators; initial training lasts 18 months and combines formal theory-based teaching with on-the-job training in local and regional authorities. Before enrolling with INET, trainees must first pass an entrance examination. Information on how to register and prepare for the exam may be found on the CNFPT's website, www.cnfpt.fr.
- > local and regional government officials recently appointed to a managerial post through internal promotion or as a result of having passed a competitive examination. Depending on their particular professional duties, these trainees will also combine formal theory-based teaching with practical placements.

■ Depending on the type of training they receive and their job description, trainees will be trained to take on fresh responsibilities in one of the following fields:

- **administrative:** director or head of department (finance, budget, general administration, human resources, social services, regional development, communication, etc), deputy director-general, official Department of Health (DGS) representative, etc.
- **cultural:** director of cultural affairs department, director or head of an artistic or cultural institution, head of a library or media library, curator (museum, public records office, archaeological site, etc).
- **technical:** technical director, IT director, chief town planning/construction/highways officer, etc.
- **health and social:** territorial physicians, vets, biologists and pharmacists.

>> Support managers throughout their career spent in local or regional government (continuing training)

The continuing training courses administered by INET invite individual managers to hone their own skills while at the same encouraging a network approach.

>> Provide an opportunity for discussing local government and what lies ahead

- > Since 1998, in the first week of December every year, INET organises a national gathering of managers employed by towns of over 20 000 inhabitants (*Entretiens Territoriaux de Strasbourg*). The meeting provides an opportunity for more than 1500 managers to come and pool their experiences in forty or so workshops spread over 3 days.
- > Working in tandem with the *Ecole nationale d'application des cadres territoriaux (ENACT)*, INET also takes an active part in the educational activities and exchanges organised in conjunction with the other thirty-five colleges in the network of civil service colleges (www.resp-fr.org).

For further information:
www.inet.cnfpt.fr

Training programmes

To help ensure that all managerial staff acquire the same common core of knowledge by pooling their experiences and working together as a network, INET training courses are open, wherever possible, to all managers, as either initial or continuing training.

>> Initial training for trainee administrators

This 18 month course is tailored extensively to meet individual needs. On the basis of a common core (management basics, introduction to local government), trainees complete a personal training plan that builds on their existing skills and takes account of their desired career path. Practical modules in the form of placements and group projects are an important part of the course.

>> Initial training for trainee curators and librarians

These approved courses also last for 18 months. They are administered by the *Ecole Nationale Supérieure des Sciences de l'Information et des Bibliothèques* (ENSSIB) in the case of librarians and by the *Institut National du Patrimoine* (INP) in the case of curators.

>> Initial in-service training

This training course comprises a common core consisting of:

- > a management assessment
 - > one module entitled "strategic management of local public policies" and another devoted to "project management".
- At the end of this compulsory stage, trainees receive *à la carte* training combining different modules offered by: INET, in the three areas of mixed training: organisational management, strategic management and relational management.
- > INET, for continuing training: the courses on offer in this context can lead to approved initial training qualifications.
 - > the CNFPT and, where appropriate, its specialist bodies.

>> Initial training for physicians

Initial training for physicians combines four compulsory theory-based modules with practical placements in local or regional government. At the beginning of the course, trainees devise their own personal training path with the help of INET's chief training officer.

>> Continuing training

Managers already employed by local and regional authorities can register for the following courses: advanced territorial management (including a management assessment), senior management, a special course designed to assist recently appointed senior managers, advanced management for public service directors.

INET also encourages local and regional government staff with managerial responsibilities to meet with their counterparts in other branches of the civil service to discuss issues they have in common. Two such programmes are available:

- > inter-professional seminars organised in the context of the network of civil service colleges. Further information is available on the website: www.resp-fr.org
- > placements hosted by the *Ecole Nationale d'Administration* (ENA) and the *Centre d'études européennes* in Strasbourg (CEES).

Institut National
des Etudes Territoriales
2a, rue de la Fonderie
BP 20026
67080 Strasbourg Cedex
Tél.: + 33 3 88 15 52 64
Fax: + 33 3 88 15 52 81
www.inet.cnfpt.fr



How to get to INET:

- By tram : Line B Direction Hoenheim or Line C Direction Esplanade, Get off at "Broglie" in the city centre, close to the Opera House.
- By car: "Broglie" car park opposite the *Hôtel de Ville*.

A few figures

Initial training

- > 300 trainees and 175 physicians
- > 95 trainee administrators
- > 20 trainee curators (approved training course administered by the *Institut National du Patrimoine*)
- > 20 trainee librarians (approved training course administered by the *Ecole Nationale Supérieure des Sciences de l'Information et des Bibliothèques*).

Continuing training

- > 200 managers in the context of in-service training.

To find out more about INET, including the dates of upcoming courses, and all the latest news, please consult the INET website: www.inet.cnfpt.fr