

Check list of key considerations and challenges for training and education initiatives

Considerations for Training and Education Initiatives

- Training for core and temporary electoral management staff appointed for electoral activities and election events should ideally be provided on a continuous basis.
- Training activities should promote norms, standards and principles of professional and ethical electoral practice in training and education: namely, impartiality, transparency, voting secrecy, equality of access, accountability and efficiency.
- Care should be taken to ensure that changes in procedures and technology are incorporated into any training for electoral staff.
- Training activities should promote equality and consider the needs of women, indigenous peoples, minorities and other traditionally disadvantaged or marginalized groups.

Challenges for Training and Education Initiatives

- EMB staff may be recruited late in the electoral calendar. Even permanent EMBs can recruit electoral staff at local levels and for polling stations very late in the process. In the best case scenario, many of these individuals are involved election after election and thus form a cadre of more or less known professionals.
- Training needs often exceed the time and resources available, particularly if there are a large number of staff who need to be trained in a very short time period. This often has a great (usually negative) impact on the overall quality and sustainability of the training provided.
- Ensuring quality and consistency of training can be difficult, especially in distant localities or when using a training-cascade system in which quality often tends to decrease when moving from level to level.
- Preserving institutional memory and learning from former experiences should be encouraged.
- Maintaining qualified and motivated staff can be difficult, especially when there are long periods between elections.
- Support for projects aimed at professional development outside and beyond the immediate electoral period is frequently overlooked.

- ❑ The turn-over of staff between electoral events is often high, which minimizes the retention of know-how.