

Chapter : 3801 Institute of Public Administration

- Creation :** The Institute of Public Administration was established in 1968 to contribute in developing human resources in the growing public sector by holding training programs and conducting studies, researches and consultations in the public administration fields.
- Vision :** Excellence in empowering abilities and talents and preparing competent and responsible leaderships.
- Mission :** We work to prepare and empower leaders, develop talent and support decision-making by developing and providing outstanding services in the field of training, capacity-building, consulting, preparation of studies and the use of a selection of experts, in active partnership with local, regional and international actors in innovative ways and in accordance with best practices to enhance individual and institutional performance.
- Legal Framework :** Institute of Public Administration Bylaw No. (108) for the year 2024 issued as per Article (120) of the Constitution.

Priorities and targeted results within the determined ceilings for the years 2026 - 2028 :

First Priority :

- Active contribution to national trends aimed at improving human resources performance.

Key procedures to achieve the first priority :

- Preparing the strategic plan including setting goals, vision and mission.
- Identifying strategic projects within the strategic plan for these programs.
- Preparation of the operational plan for the implementation of strategic projects with specific objectives and performance indicators.
- Preparing a project card containing performance indicators, the responsible entity and the target basis value of the indicator.
- Monitoring the balance of the value of indicators and filling the indicator card.
- Establishing key performance indicators.

First Priority Outcomes :

- Developing capabilities and talents by providing high-quality training that is responsive to actual competencies, needs, and future jobs.
- Preparing, qualifying and developing government leaders, and enhancing their capabilities to lead national transformation and anticipate the future through integrated development paths based on competencies.
- Supporting government decisions and policies by providing distinguished advisory services.

First priority-related program :

- Administration and Support Services.
- Training.

Second Priority :

- Strengthening the institute's position as a distinguished training destination, and providing up-to-date and innovative services.

Key procedures to achieve the second priority :

- Developing e-training management system (TMS).
- Institutionalizing the laboratory and building an integrated operational model for "NOWAH" Innovation Hub
- Developing the Institute's digital systems and infrastructure, such as developing the internal financial revenue system, developing the archiving system, and developing the internal correspondence system.
- Expanding the activation and use of the LMS e-learning platform, which includes: integrating tools supported by artificial intelligence, launching new packages of self-training programs, and linking the platform to other institute systems.

Second Priority Outcomes :

- Improving the quality and expansion of the Institute's services by embracing digital transformation and fostering innovation in design and implementation, ensuring excellence and sustainable impact.
- Enhancing capabilities, sustaining and developing the Institute's outstanding institutional performance.
- Strengthening strategic partnerships and exchanging expertise with leading regional and international institutions in the fields of training and public administration.
- Strengthening communication and interaction channels, marketing and promotional capabilities.

Second priority-related program :

- Training.

Priority of the needs of both genders, youth and persons with disabilities :

- Strengthening areas of cooperation with the Higher Council for the Rights of Persons with Disabilities.
- Strengthening cooperation with the Jordanian National Committee for Women.
- Taking into account the needs of both genders in training programs and awareness workshops.

Key procedures to achieve the priority of the needs of both genders, youth and persons with disabilities :

- Implementing the "Forsa" program, which targets young people under 28 years of age who have spent only two years in the public sector.
- Implementing programs at lower costs to encourage young people to attend training to enhance their capabilities.
- Strengthening communication and coordination with the Higher Council for the Rights of Persons with Disabilities, and preparing the building and all its facilities to be inclusive of persons with disabilities. The building won the Bronze Award for Buildings Prepared for Persons with Disabilities.
- Developing training programs specifically for women in leadership, entrepreneurship, and technical skills, and activating the role of training platforms that help women in various regions of the Kingdom provide opportunities and participate in various training programs.
- Improving infrastructure that takes into account women's needs, and installing surveillance cameras to prevent women from being subjected to abuse.

The following outcomes are expected to be achieved for the priority of the needs of both genders, youth & perso

- Enabling persons with disabilities to perform the tasks assigned to them by providing the necessary facilitation arrangements.
- Ensuring that no person with a disability is excluded from applying and competing for job vacancies at the Institute, whenever his disability does not prevent him from carrying out his job duties efficiently.
- Achieving the principle of equal opportunities in appointments between the sexes.
- Enhancing female employees' participation in various fields, including training and awareness programmes.

Priority-related program of the needs of both genders, youth and persons with disabilities :

- Administration and Support Services.
- Training

Tasks of the Ministry / Department :

- Developing and implementing the specialized and accredited training programs based on scientific bases that keep pace with scientific and administrative developments in order to achieve the national goals, priorities and plans.
- Preparing specialized training programs to provide workers in basic and vital jobs with the necessary knowledge, skills and capabilities, and organizing meetings, conferences, workshops and scientific and administrative forums.
- Providing training services to the private sector according to a service allowance determined by the Board of Trustees.
- Adopting specialized training programs aimed at building the necessary capacities to develop public sector employees, and continuing learning programs with licensed service providers or specialized training centers.
- Concluding contracts, agreements and memorandums of understanding with local, regional and international bodies in the fields of capacity building.
- Preparing research, studies and management consultations that contribute to building and strengthening institutional capacities.
- Applying the qualification and training standards adopted in the Institute on training and rehabilitation centers in the private sector that offer training programs for the public sector.
- Concluding twinning agreements with similar regional and international institutes and organizations.
- Participation in membership in regional, Arab and international institutes, institutions and bodies interested in developing the public sector.
- Developing and building the capabilities of leaders in the public sector.
- Designing specialized training tracks to prepare and qualify leaders in the public sector according to the job competencies required to meet their needs.
- Preparing general plans and frameworks for leadership programs in line with national plans and priorities.
- Establishing partnerships with universities and colleges to provide practical training and implement part of advanced leadership programs.
- Establishing national databases of leaders and expertise and providing them to relevant authorities.

The National objectives that the Ministry / Department contributes to achieving :

- Raising the efficiency of public sector employees and preparing them scientifically and practically to enable them to carry out their duties, assume their responsibilities, and exercise their powers.
- Contributing to the foundation of the principles of governance, integrity, transparency and rule of law in the public sector.
- Institutional and functional capacities building to promote performance of the public sector.
- Aligning the needs of the public sector with skills, knowledge and scientific and administrative developments with a view to achieving national directions, priorities and plans.
- Enhancing knowledge sharing, exchanging opinions, thought, experiences and practices in public administration, and solutions to the problems it faces.
- Supporting public administration with knowledge in decision-making and policy-making through capacity building, training, development, research and consultations.

The most important issues and challenges facing the Ministry / Department :

- Limited availability of financial resources.
- Limited investment in the consulting and studies arm, which weakens the expected impact of the Institute in supporting decision-making and public policy-making.
- Weak investment in marketing the Institute's services and programs regionally.
- Weak digital infrastructure, which affects the efficiency of completing work procedures and the speed of decision-making.
- High job turnover in specialized jobs.
- Support from major donors has declined.
- Increasing the volume of work and requirements to respond to the road map for modernizing the public sector in the field of training and qualification to achieve national goals within specific time frames.
- Ongoing changes in national systems and policies.
- Limited incentives to attract local and international trainers with outstanding competencies in competitive contexts.
- Limited financial resources allocated for training by government departments and institutions.

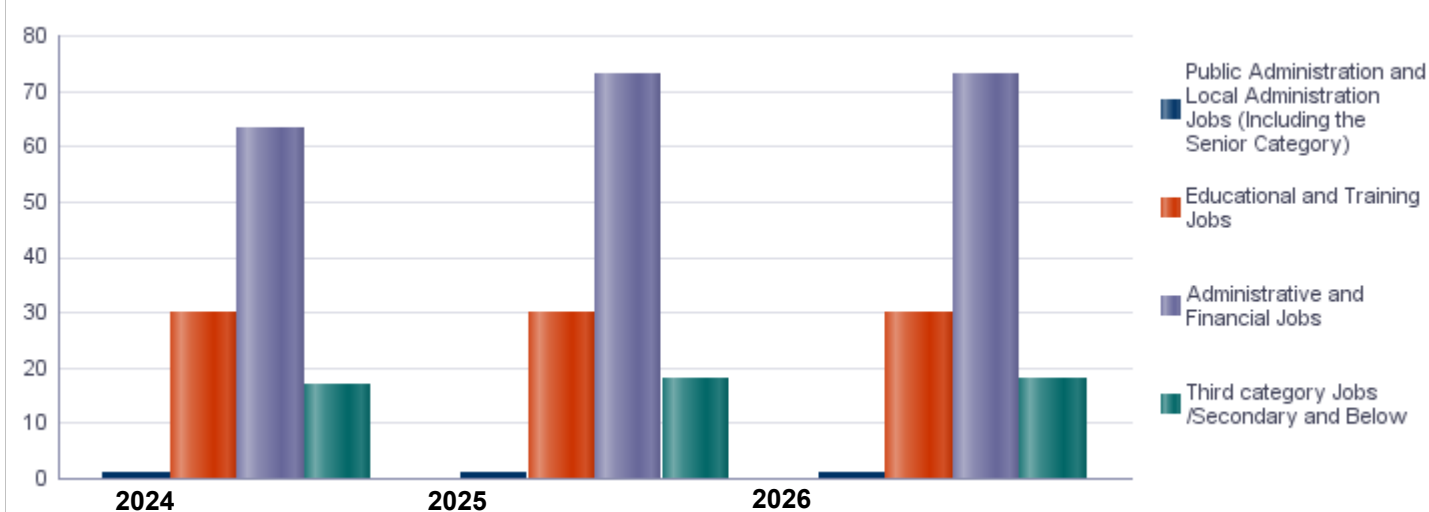
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Strategic goals of the Ministry/ Department/ Unit and Performance Measurement Indicators

Strategic Objective	Performance Indicator	Base year	Value	Actual Value	Target Value	Preliminary Self Evaluation	Target Value			
				2024	2025	2025	2026	2027	2028	
				1 - Developing the skills and competencies of individuals and government leaders through high-quality training that responds to actual needs and future jobs, empowering them to lead national transformation and anticipate the future.	1	Number of participants in competency-responsive training and future jobs.	2026	-	-	-
	2	Percentage of cognitive impact of training that responds to competencies and future functions.	2026	-	-	-	-	%40	%45	%50
	3	Percentage of leadership readiness for national transformation and anticipating the future.	2026	-	-	-	-	%40	%45	%50
2 - Enhancing the quality of the Institute's services and institutional performance through digital transformation and innovation, ensuring excellence, sustainability and sustainable impact, while developing communication and communication channels and marketing and promotion capabilities.	1	The percentage of the digital transformation impact of the services provided by the Institute on customer satisfaction "NPS Value".	2026	-	-	-	-	%40	%45	%50
	2	The percentage of sustainable institutional maturity and institutional readiness of the Institute.	2026	-	-	-	-	%45	%50	%55
	3	The percentage of institutional influence of communication, marketing and promotion in enhancing the presence and identity of the Institute.	2026	-	-	-	-	%45	%50	%55
3 - Supporting government decisions and policies by providing distinguished advisory services.	1	Number of advisory services and knowledge support in government decision-making.	2026	-	-	-	-	3	3	4
4 - Strengthening strategic partnerships and exchanging expertise with leading regional and international institutions in the fields of training and public administration.	1	Percentage of the strategic impact of regional and international partnerships in developing knowledge and public administration.	2026	-	-	-	-	%45	%50	%55

Number of Staff in the Ministry/ Department/ Unit

Group	Job	2024			2025			Preliminary 2026		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
		Public Administration and Local Administration Jobs (Including the Senior Category)	Director General	0	1	1	0	1	1	0
Educational and Training Jobs	Trainer	17	13	30	17	13	30	17	13	30
Administrative and Financial Jobs	Administrative and Financial	20	43	63	25	48	73	25	48	73
Third category Jobs /Secondary and Below	Other jobs	13	4	17	14	4	18	14	4	18
Total		50	61	111	56	66	122	56	66	122
Total Cost of Salaries		434885	473524	908409	604721	646279	1251000	711883	784117	1496000



Most notable information about the Ministry/Department/Unit

No.	Description	2022	2023	2024	2025	2026
1	Number of training programs.	578	744	775	601	700
2	Number of participants in training courses.	20400	23550	24000	17100	20000

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(In JDs)

Current Activities Appropriations According to Program								
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2024	2025	2025	2026	2027	2028
6102	601	Training	748625	1023000	901000	1267000	1292000	1319000
	Total of Program		748625	1023000	901000	1267000	1292000	1319000
6101	601	Administrative and Support Services	636171	822000	762000	1081000	1096000	1114000
	Total of Program		636171	822000	762000	1081000	1096000	1114000
Total			1384796	1845000	1663000	2348000	2388000	2433000

Capital Projects Appropriations According to Program								
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative	Indicative
			2024	2025	2025	2026	2027	2028
6102	001	Training Program Administration Project	37714	230000	150000	175000	110000	95000
	002	Rehabilitation and renovation of the Administration Institute	36725	70000	50000	130000	140000	105000
	Total of Program		74439	300000	200000	305000	250000	200000
Total			74439	300000	200000	305000	250000	200000

**Overall Summary of Expenditures for Chapter 3801- Institute of Public Administration
for the Years 2024 - 2028**

(In JDs)

Description	Actual	Estimated	Re-estimated	Estimated	Difference between estimated 2026 and re- estimated 2025	Indicative	
	2024	2025	2025	2026		2027	2028
Current Expenditure	1,384,796	1,845,000	1,663,000	2,348,000	685,000	2,388,000	2,433,000
Capital Expenditure	74,439	300,000	200,000	305,000	105,000	250,000	200,000
Total current and capital expenditure	1,459,235	2,145,000	1,863,000	2,653,000	790,000	2,638,000	2,633,000

Most notable differences between estimated appropriations for 2026 and re-estimated for 2025

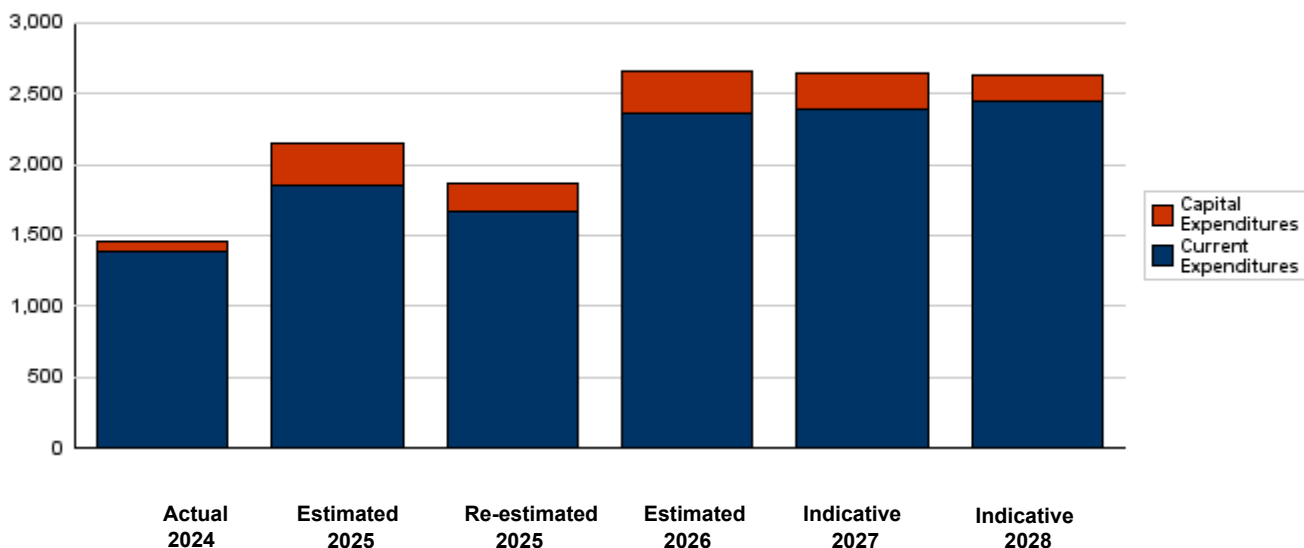
Current expenditure :

- Compensation of employees group increased by (415) thousand JDs, to cover the natural increase in salaries and fill vacant positions.
- Operating expenditures group increased by (156) thousand JDs, distributed on items of stationery and expenses for goods and services.
- Other expenditure group increased by (114) thousand JDs, concentrated in non-employees bonuses item.

Capital expenditure :

- Capital expenditures increased by (105) thousand JDs, and this increase came as a result of the increase in allocations for the training program Administration project by (25) thousand JDs, and rehabilitation and renovation of the building of the Institute of Public Administration by (80) thousand JDs.

(Thousands of JDs) Graph of the current and capital expenditures for the years 2024 - 2028



Overall Summary of Current Expenditures for the Years 2024 - 2028

Chapter : 3801 Institute of Public Administration

(In JDs)

Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	102	Unclassified Employees	110676	124000	115000	117000	119000	121000
	103	Comprehensive Contract Employees	62397	109000	35000	0	0	0
	105	Personal Cost of Living Allowance	117133	130000	128000	134000	136000	138000
	106	Family Cost of Living Allowance	7000	9000	8000	9000	9000	9000
	110	Overtime Allowance	2087	25000	25000	26000	26000	26000
	111	Additional Allowance	156105	167000	157000	160000	163000	166000
	113	Transportation Allowance	21963	29000	23000	28000	30000	32000
	114	Transport Allowance	8577	16000	14000	17000	17000	17000
	116	Employees' Bonuses	253885	250000	250000	300000	300000	300000
	120	Contract Employees	74696	149000	103000	105000	107000	109000
	121	Fixed-term Contract Employees	0	106000	106000	435000	441000	446000
		Total	814519	1114000	964000	1331000	1348000	1364000
2121		Social Security Contributions						
	301	Social Security	93890	137000	117000	165000	167000	170000
		Total	93890	137000	117000	165000	167000	170000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	0	20000	20000	25000	25000	25000
	202	Telecommunications Services	3232	4000	4000	5000	5000	5000
	203	Water	2155	4000	4000	4000	4000	4000
	204	Electricity	36420	36000	36000	36000	30000	25000
	205	Fuels	3833	4000	4000	5000	6000	7000
	206	Maintenance of Machines, furniture and acce	6809	5000	5000	7000	7000	7000
	207	Maintenance of vehicles, equipment and acce	2852	8000	5000	6000	6000	6000
	208	Repair and maintenance of buildings and acc	7964	12000	8000	9000	9000	9000
	209	Stationery,Publications and Office Supplies	30138	35000	30000	55000	60000	65000
	210	Substances and raw materials (medicines, cl	6089	5000	5000	5000	5000	5000
	211	Cleaning services and supplies including cle	28792	35000	35000	40000	40000	40000
	212	Insurance	1178	4000	4000	4000	4000	4000
	213	Official Travel Missions	4362	5000	5000	5000	5000	5000
	214	Goods and services expenses	115322	117000	117000	232000	242000	257000
		Total	249146	294000	282000	438000	448000	464000
28		Other Expenditures						
2821		Other Current Expenditures						
	302	Contributions	441	5000	5000	5000	5000	5000
	303	Scientific scholarships and training courses	355	9000	9000	9000	10000	10000
	305	Non-Employees' Bonuses	226445	286000	286000	400000	410000	420000
		Total	227241	300000	300000	414000	425000	435000
		Total of Chapter	1384796	1845000	1663000	2348000	2388000	2433000

Overall Summary of Capital Expenditures for the Years 2024 - 2028

Chapter : 3801 Institute of Public Administration

(In JDs)

Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
		Expenditures						
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance	36725	30000	30000	60000	65000	40000
	512	Operating and Sustaining Expenditures	7776	110000	60000	20000	25000	25000
Total			44501	140000	90000	80000	90000	65000
		Fixed Assets						
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices	29938	120000	90000	155000	85000	70000
Total			29938	120000	90000	155000	85000	70000
3113		Other Fixed Assets						
	511	Equipping and furnishing	0	40000	20000	70000	75000	65000
Total			0	40000	20000	70000	75000	65000
Total of Chapter			74439	300000	200000	305000	250000	200000

Appropriations directed for females and child according to chapter : 3801 Institute of Public Administration

(In JDs)

Description	2024	2025	2026	2027	2028
Females	473,524	646,279	784,117	794,021	803,788
Child	0	0	0	0	0
Appropriations distributed according to population index					
Females	258,888	420,180	543,790	527,810	516,530
Child	198,297	321,840	416,520	404,280	395,640
Total appropriations directed for females	732,412	1,066,459	1,327,907	1,321,831	1,320,318
Total appropriations directed for Child	198,297	321,840	416,520	404,280	395,640

6101 Program Administration and Support Services

Objective of the program :

Strengthening institutional capacities of the Institute through holding training courses and workshops for employees regarding developing their job performance and providing administrative, financial and technological support.

The strategic objective related to the program :

- Enhancing the quality of the Institute's services and institutional performance through digital transformation and innovation, ensuring excellence, sustainability and sustainable impact, while developing interaction and communication channels and marketing and promotion capabilities.

Directorates associated with the program :

- Logistics Support Directorate.
- Internal Control Unit.
- Institutional Development and HR Directorate.
- Directorate of Partnerships and business development.
- Communication and Promotion Unit.

Services provided by the program :

- Ensuring the availability of sufficient funding to support current and transfer expenditures.
- Providing financial, administrative and technological support for all human staffs working in the Institute.
- Planning and developing the human resources and ensuring the requires allocations for training courses and also providing the supportive services for the continuity of the Institute's work.
- Sustaining, operating and maintaining the Institute's building and its facilities.

Program's main outputs and results during the years (2026 -2028):

- Holding training programmes and workshops for the employee.
- Construction of an Institute's additional new building.
- Digital transformation of the Institute's operations.
- Establishment of new computer laboratories in the Institute.
- Establishment of an innovation laboratory equipped with the latest technology.
- Creation of a production & podcasts studio.
- Increasing the production capacity of the Institute's solar power system.

The Program's challenges :

- Limited allocations.
- Technical/technological challenges.

Actions to address challenges and improve services provided:

- Searching for external sources of financing.
- Monitor and identify needs based on priorities.

The needs of both genders:

Building a supportive environment for increasing women's participation in the various jobs available and organizing workshops and training courses to enhance the skills required in the various jobs aimed at empowering women and raising the representation of women in leadership positions.

Staff working in the program :

The program is implemented through a functional staff in 2025 estimated with (88) staff, including (37) males and (51) females .

Appropriations directed for females and child

(In JDs)

Description	2024	2025	2026	2027	2028
Females	304,729	395,250	519,852	526,227	532,023
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	51,871	65,800	86,480	88,360	92,120
Child	39,731	50,400	66,240	67,680	70,560
Total appropriations directed for females	356,600	461,050	606,332	614,587	624,143
Total appropriations directed for Child	39,731	50,400	66,240	67,680	70,560

Key Performance indicators for Program

Performance Measurement Indicator	Base Year	Value	Actual value	Target value	PreliminaySelf Evaluation	Target Value		
			2024	2025		2025	2026	2027
1 Employee satisfaction rate.	2020	%66	%85	%90	%85	%90	%95	%100

Chapter 3801 - Institute of Public Administration

6101 Program Administration and Support Services

Appropriations 6101 Program Administration and Support Services Per Activities and Projects

(In JDs)

Activities and Projects	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027 2028	
Current Expenditures	636,171	822,000	762,000	1,081,000	1,096,000	1,114,000
601 Administrative and Support Services	636,171	822,000	762,000	1,081,000	1,096,000	1,114,000
Capital Expenditures	0	0	0	0	0	0
Program / Treasury	0	0	0	0	0	0
Total Program	636,171	822,000	762,000	1,081,000	1,096,000	1,114,000

Current Expenditures According to Program and Activities for the Years 2024 - 2028

Chapter : 3801 - Institute of Public Administration

(In JDs)

Program : 6101 - Administration and Support Services								
Activity : 601 - Administrative and Support Services								
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	102	Unclassified Employees	63967	71000	66000	67000	68000	69000
	103	Comprehensive Contract Employees	23020	43000	20000	0	0	0
	105	Personal Cost of Living Allowance	70130	77000	76000	80000	81000	82000
	106	Family Cost of Living Allowance	3780	5000	4000	5000	5000	5000
	110	Overtime Allowance	1790	15000	15000	16000	16000	16000
	111	Additional Allowance	90426	91000	91000	93000	95000	97000
	113	Transportation Allowance	12924	16000	13000	17000	18000	19000
	114	Transport Allowance	5077	10000	9000	10000	10000	10000
	116	Employees' Bonuses	146986	150000	150000	180000	180000	180000
	120	Contract Employees	49914	65000	59000	60000	61000	62000
	121	Fixed-term Contract Employees	0	61000	61000	269000	273000	276000
		Total	468014	604000	564000	797000	807000	816000
2121		Social Security Contributions						
	301	Social Security	57793	78000	68000	100000	101000	102000
		Total	57793	78000	68000	100000	101000	102000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	202	Telecommunications Services	1893	2000	2000	3000	3000	3000
	203	Water	1987	2000	2000	2000	2000	2000
	204	Electricity	13083	18000	18000	21000	18000	15000
	205	Fuels	2218	3000	3000	3000	3000	4000
	002	Saloon vehicles	2218	3000	3000	3000	3000	4000
	206	Maintenance of Machines, furniture and accessories	3998	2000	2000	4000	4000	4000
	207	Maintenance of vehicles, equipment and accessories	2852	8000	5000	6000	6000	6000
	208	Repair and maintenance of buildings and accessories	4302	10000	6000	5000	5000	5000
	209	Stationery, Publications and Office Supplies	12143	14000	11000	12000	14000	17000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	5106	4000	4000	3000	3000	3000
	211	Cleaning services and supplies including cleaning contracts	13532	17000	17000	24000	24000	24000
	212	Insurance	1178	4000	4000	4000	4000	4000
	213	Official Travel Missions	4362	5000	5000	5000	5000	5000
	214	Goods and services expenses	43269	46000	46000	87000	92000	99000
	001	Events and hospitality	4266	5000	5000	23000	28000	35000
	008	Advertisements and subscriptions	7057	7000	7000	8000	8000	8000
	013	Services, security and guarding contracts	26287	25000	25000	30000	30000	30000
	047	Awareness and advertisement campaigns	1334	4000	4000	2000	2000	2000
	101	Computerization and Internet expenditures	0	0	0	6000	6000	6000
	121	Administrative expenses	4325	5000	5000	18000	18000	18000
		Total	109923	135000	125000	179000	183000	191000
28		Other Expenditures						
2821		Other Current Expenditures						
	302	Contributions	441	5000	5000	5000	5000	5000
	028	End of Service Compensation	441	5000	5000	5000	5000	5000
		Total	441	5000	5000	5000	5000	5000
		Total of Activity	636171	822000	762000	1081000	1096000	1114000
		Total of Program	636171	822000	762000	1081000	1096000	1114000

6102 Program Training**Objective of the program :**

Conducting training programs targeted at developing human resources and raising the efficiency of workers in the public sector, and seeking to strengthen the bonds of cooperation between us and the public sector as partners in institutional development.

The strategic objective related to the program :

- Developing the skills and competencies of individuals and government leaders through high-quality training that responds to actual needs and future jobs, empowering them to lead national transformation and anticipate the future.
- Supporting government decisions and policies by providing distinguished advisory services.
- Strengthening strategic partnerships and exchanging expertise with leading regional and international institutions in the fields of training and public administration.

Directorates associated with the program :

- Training and Capacity Building Directorate.
- Directorate of Information, Planning and Studies.
- Government Leaderships Center

Services provided by the program :

- Developing and implementing specialized, approved and scientifically based programs that keep pace with scientific and administrative developments and are aimed at achieving national goals, priorities and plans.
- Providing specialized training for various levels and jobs in the public sector.
- Holding workshops, conferences, meetings, Seminars, and specialized scientific and administrative forums.
- Preparing research, studies and consultations in areas that contribute to building and enhancing capacities.
- Applying the qualification and training standards approved at the Institute to training centers and qualification in the private sector that provides training programs for the public sector.

Program's main outputs and results during the years (2026 -2028):

- Training of public officials in diploma programmes in public administration.
- Holding specialized vocational programmes that contribute to raising the efficiency of public sector employees.
- Upgrading the capabilities of front-line service providers.
- Implementation of leadership training programmes targeting young people and women in the public sector.
- Studies to measure the impact of training and the return on training in the public sector.
- Implementing training programs targeting functional competencies for jobs in the public sector.

The Program's challenges :

- Some States in the region have competed to attract training and capacity-building in public administration and to launch similar institutions.
- The enormous amount of work expected and required when the road map for modernizing the public sector in the field of training and rehabilitation is initiated to achieve the road map's objectives.
- Weak frameworks governing Jordan's training environment in general and weak mechanisms for intellectual property protection in the areas of training and development.

Actions to address challenges and improve services provided:

- The development of qualitative training packages targeting the needs of the public sector.
- Internationally accredited training programmes.
- Outsourcing highly competent external trainers and coordinators.
- Effective partnerships with the private sector.
- Registration of training packages developed in the Department of National Library.
- Partnerships with similar regional institutes.
- Searching for external sources of financing.

The needs of both genders:

Developing training programmes for women in leadership, entrepreneurship and technical skills and activating the role of training platforms that help women in different regions of the Kingdom to provide opportunity and participation in various training programmes.

Staff working in the program :

The program is implemented through a functional staff in 2025 estimated with (34) staff, including (19) males and (15) females .

Appropriations directed for females and child**(In JDs)**

Description	2024	2025	2026	2027	2028
Females	168,795	251,029	264,265	267,794	271,765
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	207,017	354,380	457,310	439,450	424,410
Child	158,566	271,440	350,280	336,600	325,080
Total appropriations directed for females	375,812	605,409	721,575	707,244	696,175
Total appropriations directed for Child	158,566	271,440	350,280	336,600	325,080

Chapter 3801 - Institute of Public Administration

6102 Program Training

Key Performance indicators for Program

Performance Measurement Indicator	Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
			2024	2025		2025	2026	2027
1 Percentage of employees whose capabilities are built within the general career path (general and core competencies).	2023	%54	%57	%100	%70	%80	%90	%100
2 Number of internationally accredited training programs.	2024	2	2	3	3	3	3	3

Appropriations 6102 Program Training Per Activities and Projects

(In JDs)

Activities and Projects	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027 2028	
Current Expenditures	748,625	1,023,000	901,000	1,267,000	1,292,000	1,319,000
601 Training	748,625	1,023,000	901,000	1,267,000	1,292,000	1,319,000
Capital Expenditures	74,439	300,000	200,000	305,000	250,000	200,000
001 Training Program Administration Project	37,714	230,000	150,000	175,000	110,000	95,000
002 Rehabilitation and renovation of the Administration Institute.	36,725	70,000	50,000	130,000	140,000	105,000
Program / Treasury	74,439	300,000	200,000	305,000	250,000	200,000
Total Program	823,064	1,323,000	1,101,000	1,572,000	1,542,000	1,519,000

Program : 6102 - Training								
Activity : 601 - Training								
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	102	Unclassified Employees	46709	53000	49000	50000	51000	52000
	103	Comprehensive Contract Employees	39377	66000	15000	0	0	0
	105	Personal Cost of Living Allowance	47003	53000	52000	54000	55000	56000
	106	Family Cost of Living Allowance	3220	4000	4000	4000	4000	4000
	110	Overtime Allowance	297	10000	10000	10000	10000	10000
	111	Additional Allowance	65679	76000	66000	67000	68000	69000
	113	Transportation Allowance	9039	13000	10000	11000	12000	13000
	114	Transport Allowance	3500	6000	5000	7000	7000	7000
	116	Employees' Bonuses	106899	100000	100000	120000	120000	120000
	120	Contract Employees	24782	84000	44000	45000	46000	47000
	121	Fixed-term Contract Employees	0	45000	45000	166000	168000	170000
		Total	346505	510000	400000	534000	541000	548000
2121		Social Security Contributions						
	301	Social Security	36097	59000	49000	65000	66000	68000
		Total	36097	59000	49000	65000	66000	68000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	201	Rents	0	20000	20000	25000	25000	25000
	202	Telecommunications Services	1339	2000	2000	2000	2000	2000
	203	Water	168	2000	2000	2000	2000	2000
	204	Electricity	23337	18000	18000	15000	12000	10000
	205	Fuels	1615	1000	1000	2000	3000	3000
		002 Saloon vehicles	1615	1000	1000	2000	3000	3000
	206	Maintenance of Machines, furniture and accessories	2811	3000	3000	3000	3000	3000
	208	Repair and maintenance of buildings and accessories	3662	2000	2000	4000	4000	4000
	209	Stationery, Publications and Office Supplies	17995	21000	19000	43000	46000	48000
	210	Substances and raw materials (medicines, clothes, food, films, etc..)	983	1000	1000	2000	2000	2000
	211	Cleaning services and supplies including cleaning contracts	15260	18000	18000	16000	16000	16000
	214	Goods and services expenses	72053	71000	71000	145000	150000	158000
		001 Events and hospitality	64881	65000	65000	127000	132000	140000
		060 Conferences and lectures	200	1000	1000	2000	2000	2000
		101 Computerization and Internet expenditures	0	0	0	4000	4000	4000
		121 Administrative expenses	6972	5000	5000	12000	12000	12000
		Total	139223	159000	157000	259000	265000	273000
28		Other Expenditures						
2821		Other Current Expenditures						
	303	Scientific scholarships and training courses	355	9000	9000	9000	10000	10000
	305	Non-Employees' Bonuses	226445	286000	286000	400000	410000	420000
		Total	226800	295000	295000	409000	420000	430000
		Total of Activity	748625	1023000	901000	1267000	1292000	1319000
		Total of Program	748625	1023000	901000	1267000	1292000	1319000
		Total of Chapter	1384796	1845000	1663000	2348000	2388000	2433000

Capital Expenditures According to Program and Projects for the Years 2024 - 2028

Chapter : 3801 Institute of Public Administration

(In JDs)

Program 6102 Training								
Project		001 Training Program Administration Project						
Fund Source		102001 Capital (Treasury)						
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	015	Operating systems and software	0	70000	35000	20000	25000	25000
	036	Computerization and automation operations expenses	7776	40000	25000	0	0	0
		Total of Item	7776	110000	60000	20000	25000	25000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	29013	40000	36000	20000	0	0
	004	Educational devices and equipment	925	40000	34000	25000	40000	40000
	012	Air Conditioners	0	40000	20000	60000	45000	30000
	068	Solar cells generating the electric energy	0	0	0	50000	0	0
		Total of Item	29938	120000	90000	155000	85000	70000
		Total of Project / Treasury	37714	230000	150000	175000	110000	95000
Project		002 Rehabilitation and renovation of the Administration Institute.						
Fund Source		102001 Capital (Treasury)						
Group	Item	Description	Actual 2024	Estimated 2025	Re-estimated 2025	Estimated 2026	Indicative 2027	Indicative 2028
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	008	Buildings and facilities maintenance	36725	30000	30000	60000	65000	40000
		Total of Item	36725	30000	30000	60000	65000	40000
31		Non-financial Assets						
3113		Other Fixed Assets						
	511	Equipping and furnishing						
	006	Furnishing and equipping the buildings and facilities	0	40000	20000	70000	75000	65000
		Total of Item	0	40000	20000	70000	75000	65000
		Total of Project / Treasury	36725	70000	50000	130000	140000	105000
		Total of Program	74439	300000	200000	305000	250000	200000
		Total of Chapter	74439	300000	200000	305000	250000	200000