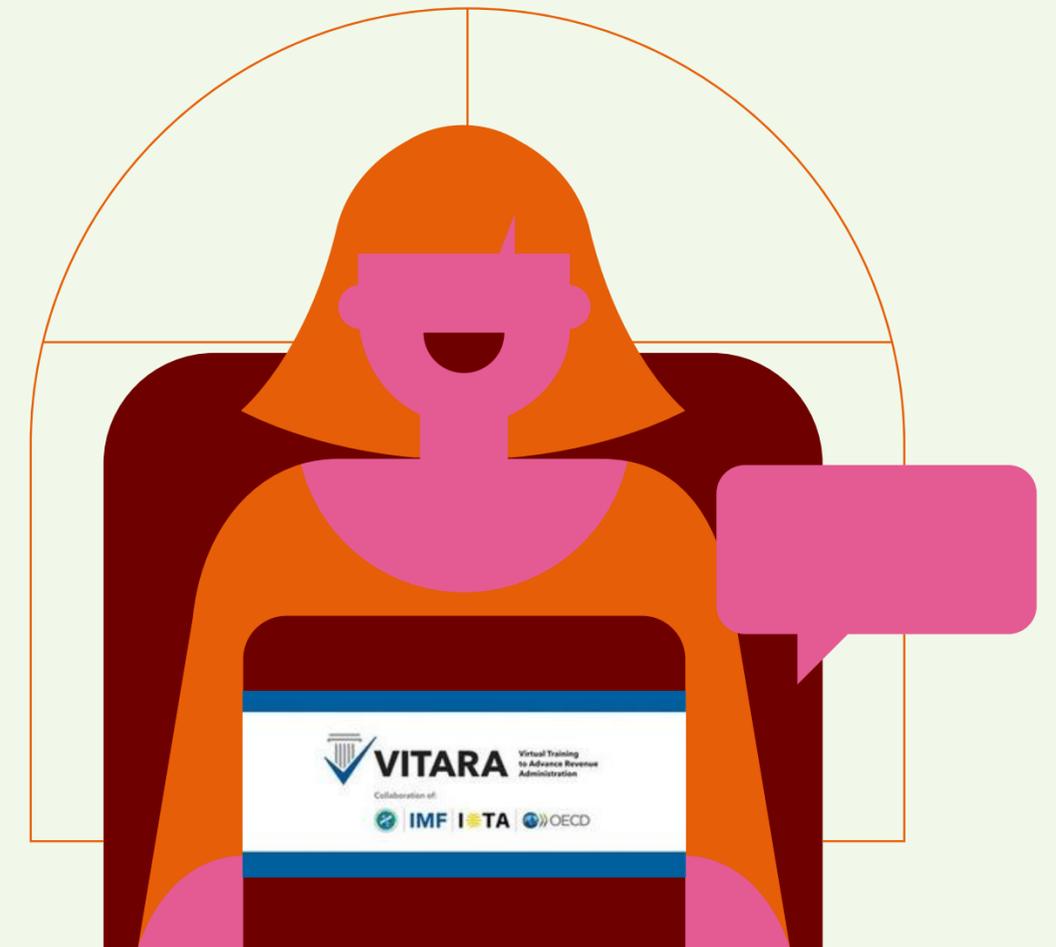


 March 4,
2026

VITARA, Definitely not the car, Certainly a Comprehensive e-Learning Mechanism

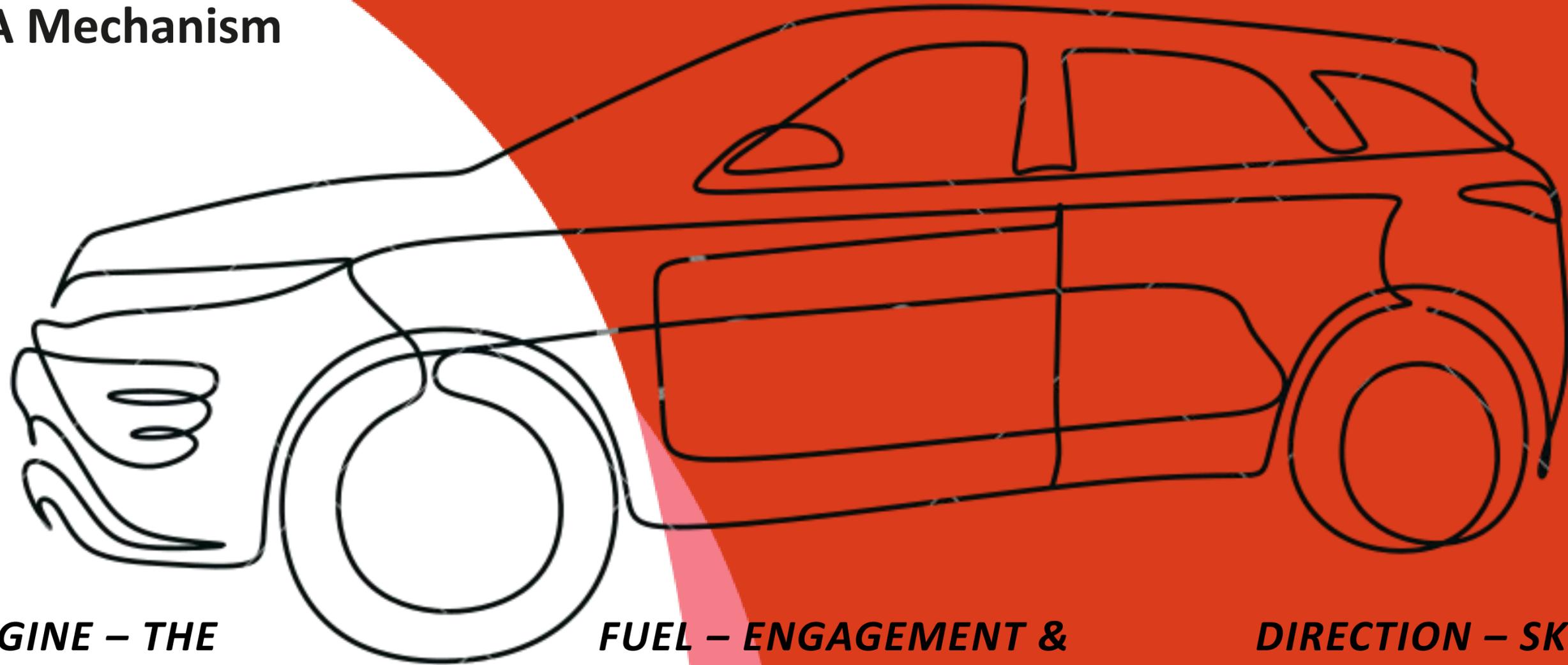
VITARA – Virtual Training to Advance Revenue
Administration



Use of VITARA for L&D/HR Professionals



VITARA Mechanism



ENGINE – THE LEARNING CORE

training modules, knowledge
content

FUEL – ENGAGEMENT & PARTICIPATION

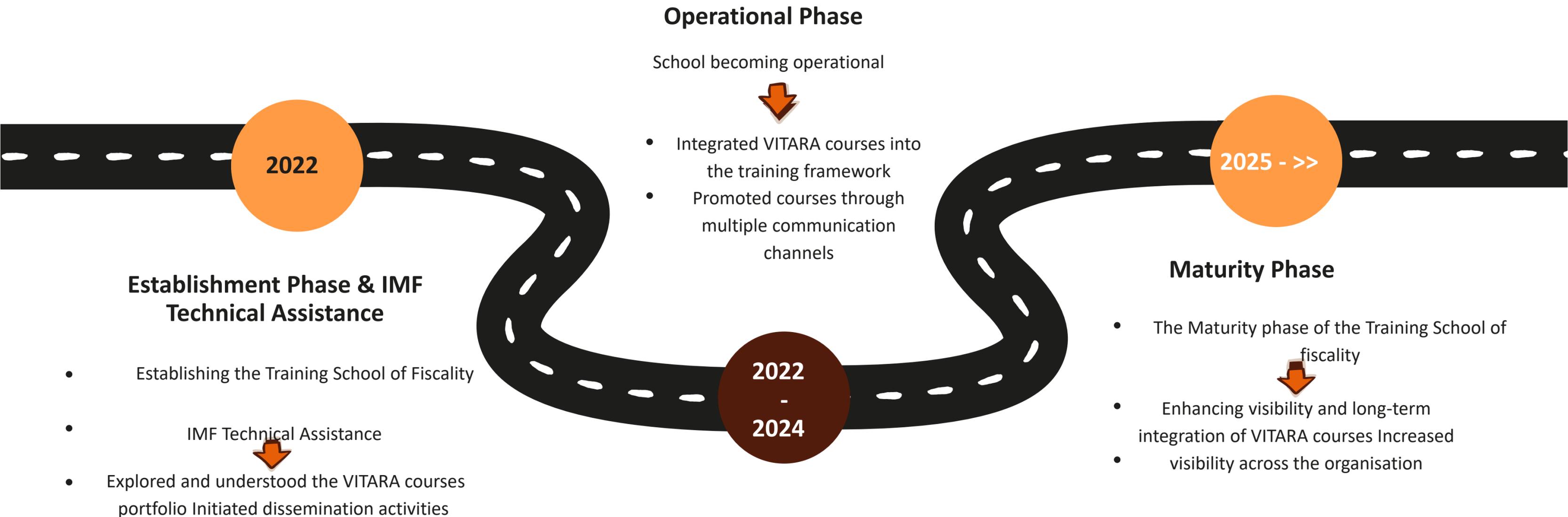
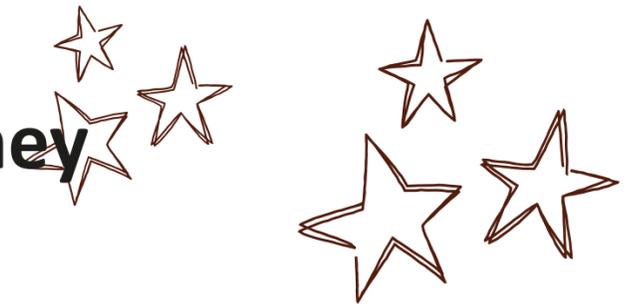
motivation, learners,
training needs analysis

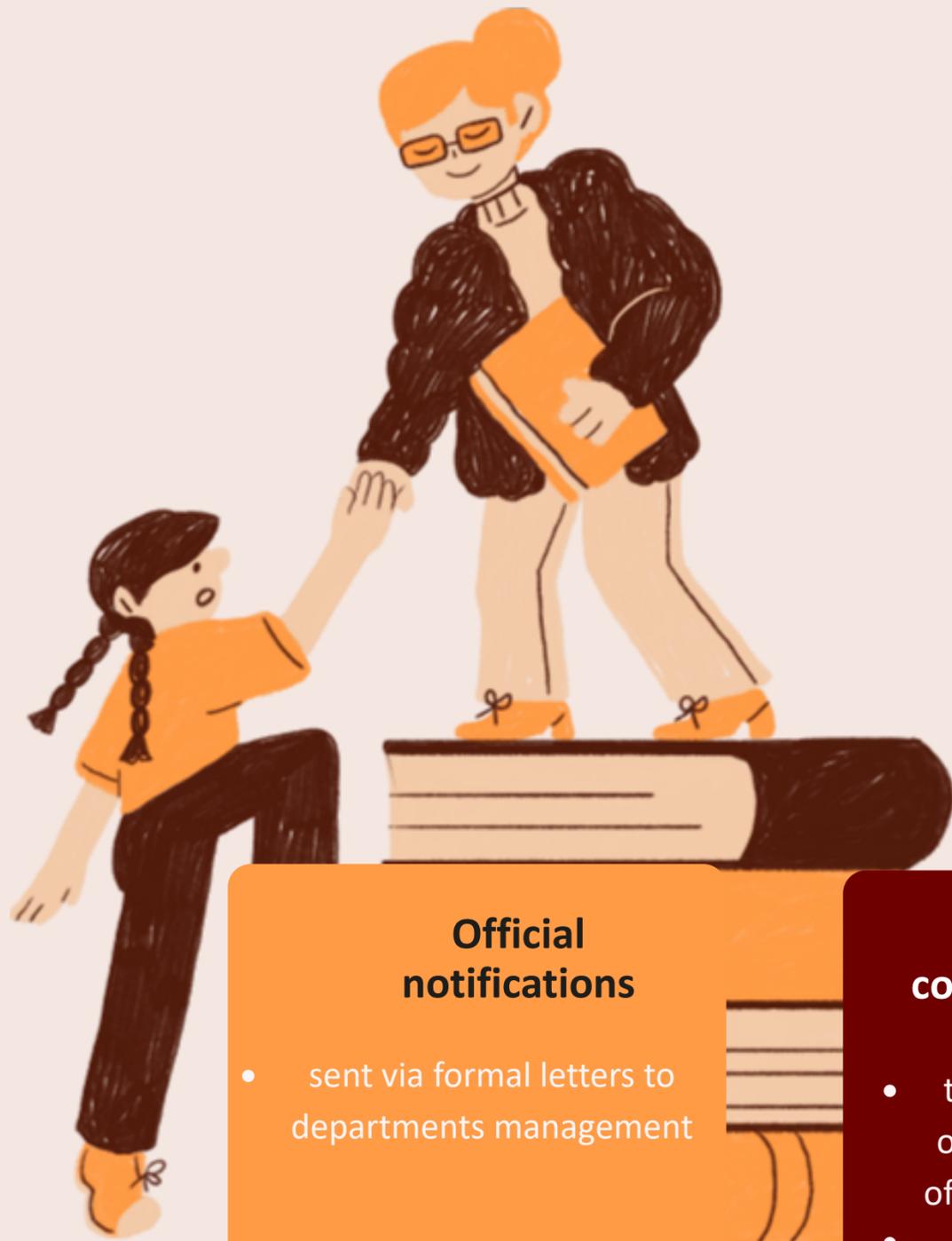
DIRECTION – SKILLS DEVELOPMENT

enhance skills, strengthening daily
performance



From Technical Support to Maturity: The Dissemination Journey





Spreading Awareness & Engagement



Multiple communication channels

Official notifications

- sent via formal letters to departments management

Email communications

- the attachment of the official training modules offer sent to departments management & FPOC

Integration of VITARA Modules into the Training Needs Analysis Program Catalogue

- sent to departments management

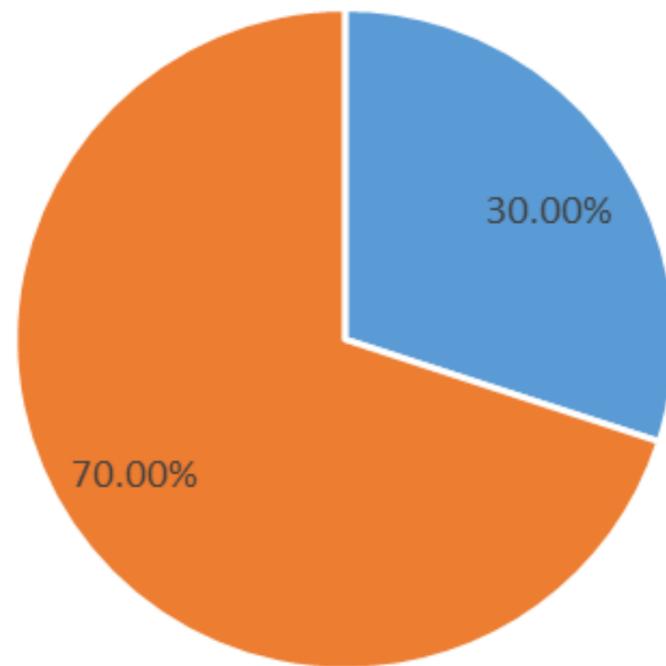
Integrating VITARA into the NAFA Annual Training Plan

- Posted on the Intranet



Participation Based on Held Organizational Roles

Participants Count by roles
2022-2025



■ Management Roles ■ Operational Roles

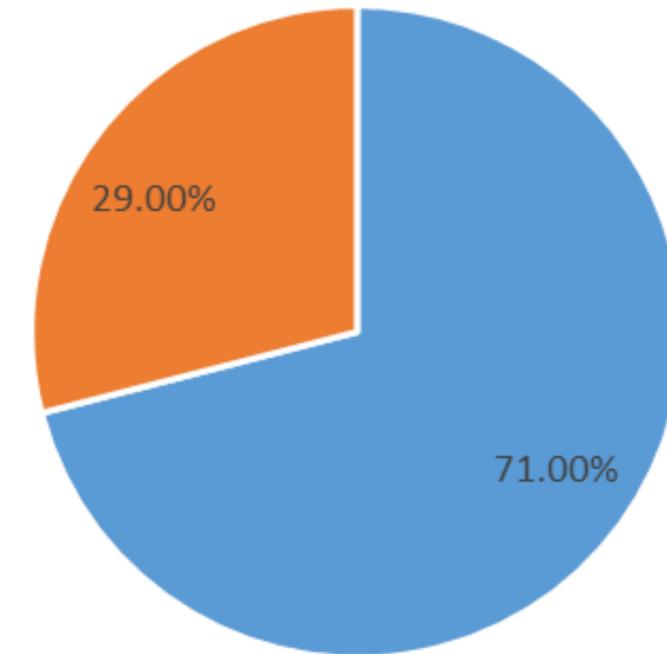




Participation by Type of Administrative Structure



Participant Distribution 2022-2025: Central Offices vs. Regional Structures



■ Headquarter ■ Regional offices



Most relevant courses



1

- VITARA-Compliance Risk Management VITARA –
- Human Resource Management VITARA - Reform
- Management
- VITARA – Institutional Governance



2

- VITARA - Audit
- VITARA – Organization VITARA - Strategic
- Management



3

- VITARA - Enterprise Risk Management VITARA -
- Information and Data Management
- VITARA – Performance Management

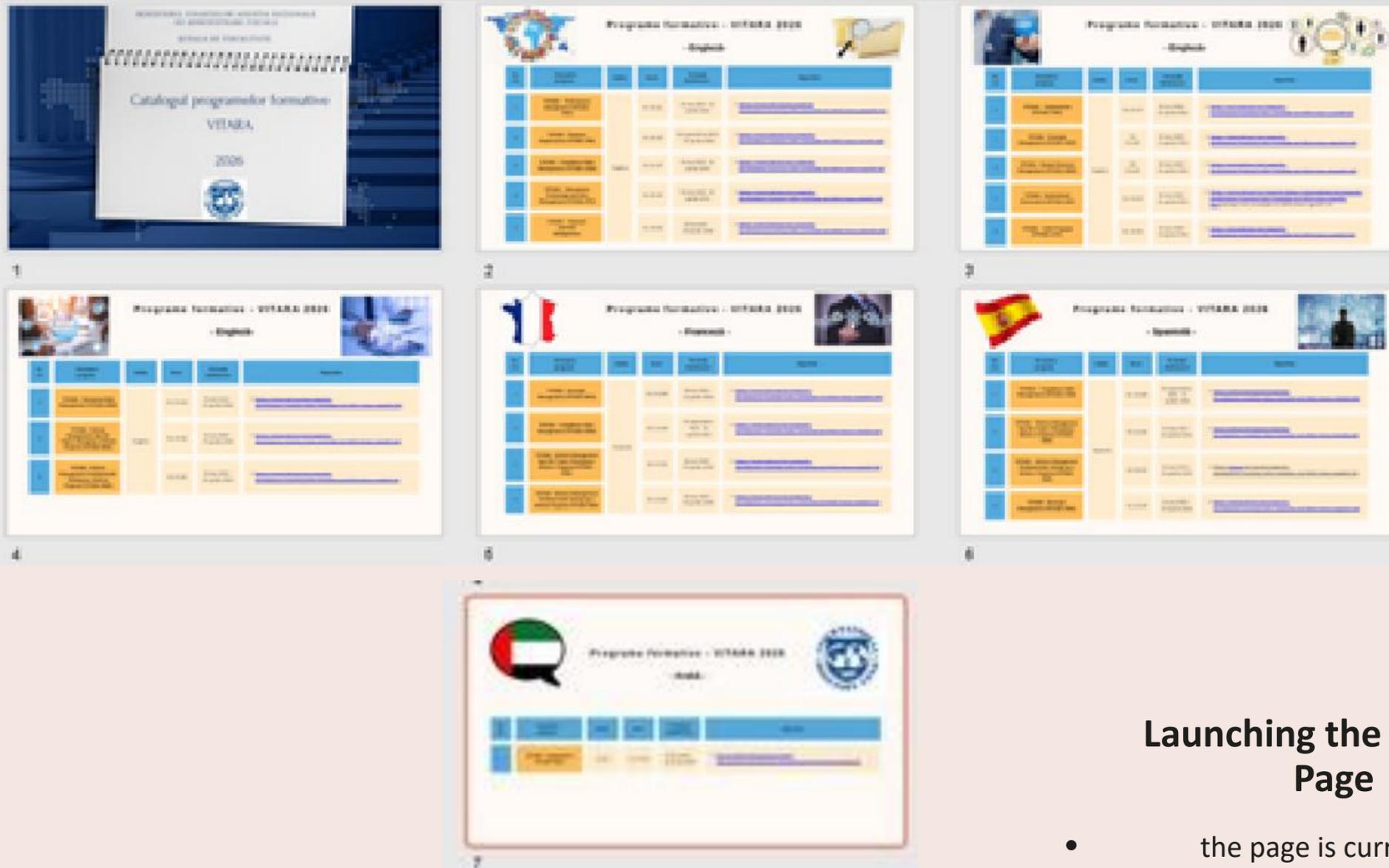


Upcoming Actions

Catalogue

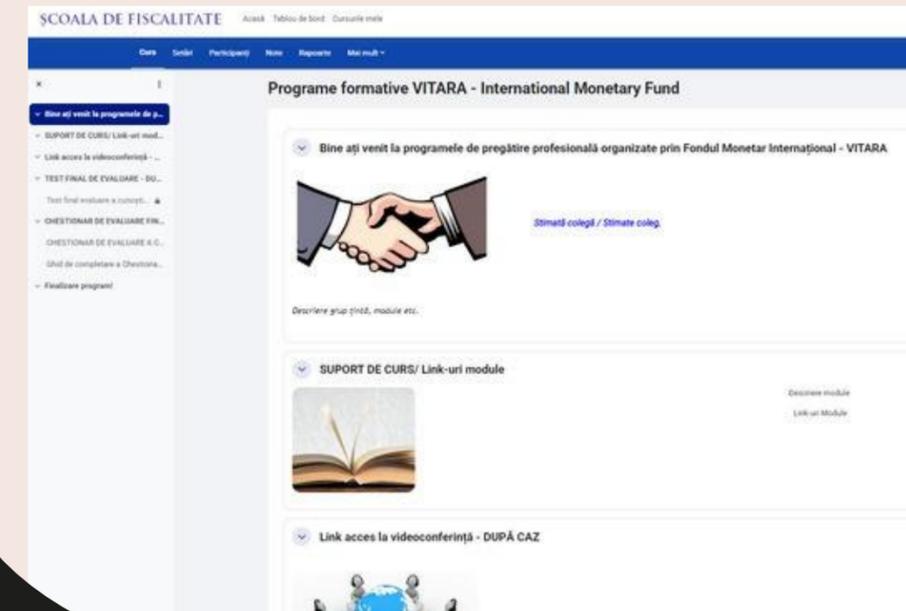


- elaborated the VITARA 2026 Training Programme Catalogue



Moodle

- dedicated Moodle page was set up to promote the VITARA modules



Launching the Moodle Page

- the page is currently in draft
- will soon be launched to make it visible to all employees



VITARA Feedback: Key Insights & Learnings

Feedback programe VITARA

Programele VITARA reprezintă o oportunitate de învățare și de actualizare a cunoștințelor în domeniul de activitate, astfel că, vă rugăm frumos să contribuiți cu un feedback privind evaluarea experienței dobândite în cadrul acestor instruiți, în perioada 2022-2025.

În cadrul feedback-ului, vă rugăm să includeți observații, sugestii, recomandări despre următoarele aspecte:

1. Principalele lecții învățate ca urmare a parcurgerii modulelor de instruire:
2. Gradul de relevanță și utilitate al acestora pentru activitatea profesională curentă.
3. Impactul pe care apreciați că aceste module l-au avut asupra dezvoltării competențelor dumneavoastră.
4. Accesibilitatea și funcționalitatea platformei, inclusiv din perspectiva ușurinței de utilizare și a experienței generale de învățare.
5. Moduri de îmbunătățire a acestor programe de instruire sau de optimizarea a participării la inițiativă similare în viitor.

Recomandarea programelor dintr-un rând dintr-un grup de beneficiari
Alte observații și sugestii



Thank You



Ministry of Finance
National Agency for Fiscal Administration General Directorate
for Organization and Human Resources, Training School of
Fiscality

Ana-Maria Alexandra Diculescu, Deputy
Director of the Training School of fiscality



VITARA

Virtual Training
to Advance Revenue
Administration

Collaboration of:



IMF

I TA

OECD

Questions?

Stay in
touch

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