

# INFO INVEST-DM

JULY 2020

## Investing in Human Capital for Disaster Management



BNPB's Echelon 4 Civil Servants and Staff in the INVEST-DM 'Assessment Center' supported program (Style: Mercy Corps Indonesia)

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## FORGING US AND INDONESIAN LINKAGES FOR COOPERATION AND EXCHANGE IN DISASTER EDUCATION AND TRAINING

INVEST-DM organized an E-conference to promote knowledge and experience exchanges on disaster education and training between the national disaster management training center (Pusdiklat-DM) and the US-based National Disaster Preparedness Training Center (NDPTC). Held on July 27, 2020, 50 participants from disaster education and training institutions in Indonesia and the US attended the virtual event. The Executive Director of the NDPTC University of Hawai'i at Mānoa, Prof Kim Karl, chaired the forum. Dr. Tim Manning, a former Federal Emergency Management Agency (FEMA) Deputy Administrator, and Prof Karl both delivered keynotes on disaster education and training in the United States.

From Indonesia, Dr. Berton Suar Pelita Panjaitan, Head of Pusdiklat-DM, discussed the status of disaster management education and training in Indonesia, the mandate of INA DRTG (Indonesian Disaster Training Ground), and BNPB's plan to establish a Disaster Management Polytechnic Institute. The results of the Pusdiklat-DM disaster education and training survey, supported by INVEST-DM, were also presented for discussion.

Opening remarks prepared by the Prime Secretary of BNPB, Harmensyah, were presented by the Head of the BNPB Pusdiklat-DM. His address, which cited BNPB regulation No. 4/2019, confirmed Pusdiklat-DM's responsibility for coordination of national and international education, technical training, and disaster management simulations.

The Prime Secretary speech also highlighted the strategic role of INVEST-DM collaboration to support the duties and functions of the Pusdiklat-PB.

*"...The partnership opportunity between BNPB, University of Hawaii, and the NDPTC should be initiated and implemented immediately, both in improving the quality of education and preparation to establish the PB BNPB Polytechnic as the leading institution in Southeast Asia for the next decade".*



Photo of e-conference on July 27, 2020 (Style: Mercy Corps Indonesia)



Presentation from Tim Manning Ph.D, former US FEMA Deputy Administrator (Style Mercy Corps)

Tim Manning also shared the experiences of various institutions in the United States, especially the Federal Emergency Agency (FEMA), Emergency Management Institute (EMI), and the FEMA's DM Higher Education and Training Consortium. EMI and its University Consortium partners have developed more than 600 certified courses in disaster mitigation, preparedness, response, and recovery and trained more than 2.9 million first responders and emergency managers.

The Head of Pusdiklat-DM stated his support to formalize cooperation and learning exchanges with the NDPTC, University of Hawaii, FEMA, and other US training institutions and pointed to its potential to accelerate the establishment of the BNPB Polytechnic DM Institute.

## SIX HR AND GENERAL BUREAU STAFF ATTENDED HR MANAGEMENT TRAINING

BNPB's Human Resources and General Affairs (HRGA) Bureau leads the strategic planning and development of the agency's workforce. Specialized competencies are required to carry out this function which is tasked to the HR divisional team. To enhance staff capacities, the HRGA Bureau selected 6 HR officers to attend a five-day HR management capacity building workshop which was supported by INVEST DM. Institute of LPPM Manajemen Jakarta conducted the certified training from July 20 to 24, 2020.

Participants were taught about competency-based HR Management systems and HR organizational development strategies. This capacity-building activity also provided the officers with the opportunity to review, reflect, and sharpen their knowledge and skills in delivering competency-based HR management. The training was comprehensive and comprised of modules and practicums on basic principles of HR management, job descriptions, HR planning, recruitment and selection processes, training and development, performance management, remuneration, industrial relations, and HR management simulation games.

Armed with new knowledge and skills, the six HRM graduates are now expected to apply it in the workplace in line with the guiding principles of BNPB's HR bureaucratic reform agenda. Its application includes mapping the career patterns of BNPB civil servants, talent management, as well as structural and functional official positions. The reform agenda also covers CPNS (Civil Servant Candidates) and PPNNP (Non-Civil Servant Government Employees) planning and recruitment, needs assessment, staff development, coaching, effective performance appraisal system, and job descriptions.



Simulation of "Recruitment and Selection" with guidance from the facilitator (Style Mercy Corps)



Role-play between superiors and staff in conducting "Performance Appraisal"

# STRENGTHENING THE MANAGEMENT INFORMATION SYSTEM OF THE PUSDIKLAT-PB BNPB

In May 2020, two INVEST DM program consultants began assessing the functionality of the Pusdiklat-DM's Management Information System (MIS). Pusdiklat-DM has developed five information systems that are in use, including a dedicated website, SIDIKLAT (Education and Training Information System), E-Tangguh, LMS (Learning Management System), and Open EdX -based e-Learning. User systems friendliness tests have been conducted to assess IT systems gaps and areas for improvement. For example, the functionality of the SIDIKLAT was reviewed and tested to determine gaps in its effectiveness for planning and decision-making of education and training activity development and service delivery. The study's findings were presented to the Pusdiklat leadership at a virtual workshop on July 17, 2020, which included short and long-term recommendations.

During the workshop, the Head of Pusdiklat-DM, Berton Suar Pelita Panjaitan, emphasized the significance of the study for the ongoing BNPB 2020-2024 strategic planning process. In a separate interview, he also stated the importance of strengthening the MIS to carry out the expanded mandate of the Pusdiklat-DM, as promulgated in BNPB Regulation No. 4/2019. *"The Pusdiklat-DM is charged to strengthen the capacity of civil servants, private sector actors, and the community. So far, Pusdiklat-DM has been focusing only on reaching civil servants, but soon, we will offer training for business and community groups. The challenge today is how to provide training to the community effectively. In this case, INVEST-DM has objectively identified the Pusdiklat-DM's MIS gaps and the need to expand our services. This study also provides valuable input for Pusdiklat-DM, especially with our aim of the PB Polytechnic becoming an international DM training institute, where an effective and high-quality MIS is a must."*



Head of Pusdiklat-PB BNPB Mr. Berton Suar Pelita Panjaitan SKM., MHM, Ph.D (Style: Mercy Corps Indonesia)

Looking forward Berton said the Pusdiklat-DM MIS, will focus on expanding its disaster information and training service footprint to reach the general public. *"Community education and training require an effective and robust MIS. Learning from the Covid-19 pandemic, we cannot design face-to-face training as there are too many people to serve. Thus, instead, we must optimize the use of distance learning, such as YouTube or webinars, which are accessible to the public."*

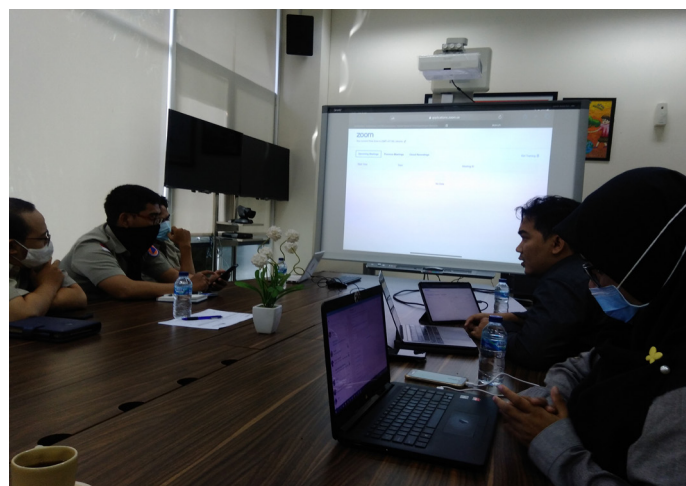
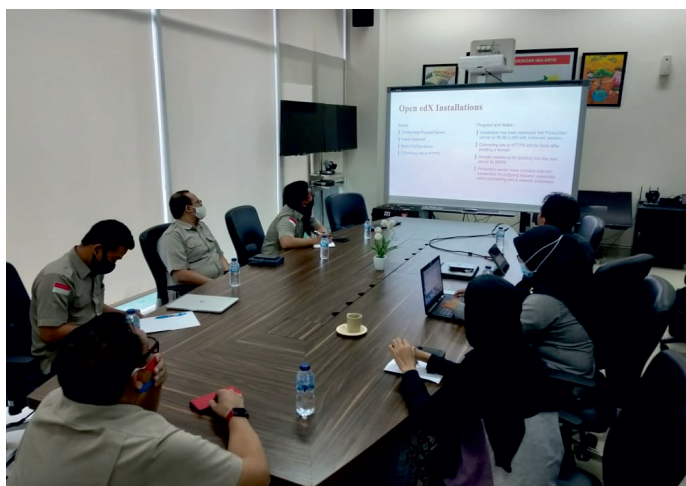
In handling Covid-19, the Pusdiklat-DM has been working with the private company the Indonesia-X to develop public education on Covid-19 using online platforms such as webinars and YouTube.

## ONSITE TRIAL OF PUSDIKLAT-PB's e-LEARNING OPEN EdX PLATFORM

The Pusdiklat-DM is mandated to deliver disaster management education and training to civil servants and the public. In-classroom, distance-learning, and blended-learning approaches (virtual and in-classroom) are used by the Pusdiklat for course delivery. There are three online learning platforms delivering distance learning; however, due to technical and system limitations, none are fully-functional. To optimize course delivery and accelerate E-learning uptake by subnational BPBDs, INVEST DM is supporting a systems consolidation and upgrade under the Open EdX-based platform. Updating the operating system increases its ability to configure different online courses, and also opens it up for potential public access.

Onsite trialing of the upgraded Open EdX platform was carried out on July 16, 2020, at the Indonesian Disaster Relief Training Ground (INA-DRTG) in Sentul to identify and resolve any issues. Program and Evaluation Division Head, IT staff, and master trainers all attended the event. Some non-technical challenges emerged from its trialing, such as operating the Open EdX platform in Bahasa Indonesia, which is will be addressed.

The upgrade allows management to adjust the operating system to accommodate specific training needs. INVEST DM will support the Pusdiklat to apply for an HTML certificate. Other embedded features, such as a zoom account, will be seamlessly interfaced with the platform to allow the hosting of webinars in order to enhance interactive learning methods.



Presentation of the INVEST-DM consultant study results to Pusdiklat-PB, July 16, 2020

INVEST-DM will also support the integration of Google and Facebook accounts to the Open EdX platform. Adding these applications to the platform increases its public visibility and versatility to deliver course content. The findings of the Pusdiklat-DM MIS study (see above) also recommended the use of chat applications to facilitate direct communication between training participants and course administrators.

INVEST-DM is considering these requests. Technical training, including coaching on the management and maintenance of the Open EdX e-Learning platform, will be developed and delivered after its upgrade is completed.

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### About INVEST DM Program

INVEST DM, a USAID funded program, seeks to provide a holistic approach to support Indonesia's disaster management institutions, supporting BNPB's own 'people-centered' approach, with comprehensive inputs in the areas of: technical capacity in preparedness-response-recovery; policy and planning; governance; and organizational development. These areas are grounded in human capital, serving to capacitate and reinforce the people resources that contribute to disaster management. This means supporting GOI personnel at the national and sub-national levels alike.

With Mercy Corps as the prime implementer, INVEST DM takes a consortium approach and activities and outputs are jointly implemented by partners Mercy Corps Indonesia, University of Hawaii at Manoa, Asian Disaster Preparedness Centre and Arbeiter-Samariter-Bund.