

INFO INVEST DM 2.0



Soft Kick Off INVEST DM 2.0, Sentul, Bogor, June 14, 2021

BNPB advances lifelong learning and career development by introducing a mandatory 11-month disaster management training program for its entire workforce

BNPB's Pusdiklat (National Disaster Management Education and Training Center) and the Bureau of Human Resources and General Affairs collaborate to implement an in-service training program to improve knowledge and upskill civil servant competencies. BNPB's Prime Secretary (Sestama), Bapak Lilik Kurniawan, and Harlan Hale, Regional Humanitarian Advisor, USAID/Bureau of Humanitarian Assistance, launched the training program on October 6, 2021. Held at the BNPB's headquarters, the event was attended virtually and face-face by 240 staff. It demonstrates BNPB's commitment to lifelong learning and career development of its workforce. Training delivery commenced on October 18, 2021, at BNPB's Pusdiklat at Sentul, Bogor. Course attendance is mandatory for all 600+ agency civil servants. Graduates of the 11-month training program will receive a certificate used by the Human Resources and General Affairs Bureau for career advancement. Course content follows the curriculum and modules of Basic Disaster Management accredited by State Administration Agency (LAN). It is delivered by the Pusdiklat Master Trainers (Widyaiswara) using a mix of 11 mandatory and optional training modules and materials.

BNPB expects that this program will become an opportunity for BNPB staff to fulfill self-development and learning obligations under Government Regulation no. 17/2020, an amendment to regulation no. 11/2017; and contribute to the fulfillment and improvement of the BNPB Bureaucratic Reform Index.

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- Lilik Kurniawan



Civil servant training for Disaster Management at BNPB Training Center

Pusdiklat and National Disaster Preparedness Training Centre (NDPTC) exchange knowledge and learn about the Accreditation Systems for Disaster Management Training Institutes in Indonesia and the USA

The virtual Knowledge Exchange activity on the Accreditation system was opened by Dr. Raditya Jati, Deputy of System and Strategy BNPB, and Harlan Hale, Regional Humanitarian Advisor in USAID Bureau for Humanitarian Assistance on October 22, 2021. This INVEST DM 2.0 supported initiative promotes opportunities for technical cooperation through a series of knowledge exchanges and learning webinars for Disaster Management training institutions in Indonesia and the United States, specifically BNPB, subnational BPBDs, Federal Emergency Management Agency (FEMA)/Emergency management Institute (EMI), NDPTC, US Department of Defense (DOD) and other Disaster Management training institutions.

In his opening remarks, Dr. Raditya Djati said, " ... the process of achieving accreditation is not easy because it requires the 'applying institution' to demonstrate that it can fulfill and maintain a set of minimum standards". However, he went on to say that this is necessary to ensure standards, qualifications, and the quality of disaster management service delivery because the stakeholders (enrollees) deserve the best service. To achieve the goal of 'Leaving No One Behind', Dr. Raditya also pointed out that training institutions must provide higher service delivery standards.

Mr. Harlan Hale opened his remarks by hoping this knowledge exchange initiative would promote a better understanding of the two countries' accreditation systems for disaster management institutions; and strengthen bilateral cooperation between Indonesia and the United States in training and capacity building for disaster management.



It takes more than just a good heart and good intentions to be an effective disaster manager. It takes education, training, skills, and practice across a variety of disciplines and a commitment to lifelong learning and continuous improvement. As no one can know everything, it also requires teamwork and partnership among the various stakeholders.

- Harlan Hale

The activity explored opportunities for Disaster Management institutions in both Indonesia and the United States to forge effective partnerships to expand the reach of training services through dialogue responding to seven guiding questions;

- (1) What is accreditation?
- (2) Why do we do accreditation?
- (3) How is accreditation done?
- (4) Who is involved in accreditation?
- (5) What are the processes and procedures?
- (6) How has it developed over time?
- (7) Linking accreditation with other standards that have been developed, such as the International Standard Organization (ISO).

Featured speakers for the event included Dr. Deane E. Neubauer (University of Hawaii), and Dr. David Nguyen (Tohoku University). The session was moderated by Dr. Ir Udrekh (BNPB) and led by Dr. Karl Kim (University of Hawai'i) and Dr. Berton Panjaitan (Head of Center for Education and Training).

Dr. Neubauer discussed the unique structure of higher education in the U.S., different types of accreditation organizations, accreditation recognition in the U.S., review processes for accreditation, duration of accreditation, and a case study of accreditation of the University of Hawai'i. Dr. Nguyen provided an overview of the International Organization for Standardization (ISO), elaborated on standards on disasters and resiliency, and discussed current projects of his regarding "smart" community infrastructure that put these standards into practice.

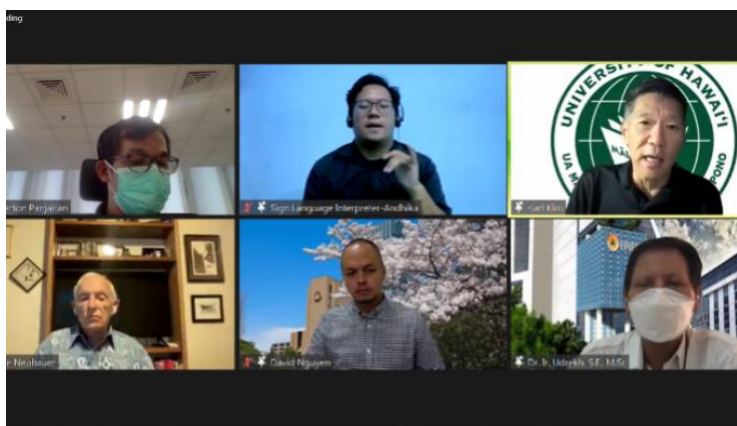


Mr. Berton Panjaitan delivered material during the virtual Knowledge Exchange activity on the accreditation system between NDPTC and BNPB (22/10).

Dr. Kim and Dr. Berton engaged in a follow-up discussion with the featured speakers, expanding on the need to align DM knowledge and skills to increase quality, efficiency, effectiveness, and accountability on DM Training in Indonesia.

At the event close, Dr. Ir. Udrekh, M.Sc the moderator, summarized takeaways, including the need for the Pusdiklat to accelerate the accreditation of training institutions to scale up the DM training delivery across Indonesia. He wrapped up the event by stating "...we have learned about various standardizations used in accreditation, how the quality of accreditation can be improved while still having accuracy and prudence, especially in monitoring and evaluation".

INVEST DM 2.0 program will continue to support knowledge exchanges, experience sharing, and capacity building. BNPB itself is starting the process and already has a roadmap and vision for Indonesia.



The virtual Knowledge Exchange activity on the accreditation system between NDPTC and BNPB (22/10).

Individual Competency Assessment, the first step to lay a solid foundation for the Talent Pool



BNPB Secretary General, Mr. Lilik Kurniawan delivered his remarks at the launch of the "Assessment Center" at Graha BNPB (27/10).



Leaderless Group Discussion- participant presented the result of case study analysis (during individual assessment at Graha BNPB (27-29/10).

The staff individual assessment will produce among others:

- The potential for individual structural positions to be transferred to other work units according to their interests and talents
- The potential for individual functional positions to be transferred to structural positions
- Individual motivation and work engagement
- The potential for continuous learning within the framework of human development and lifelong learning Required competency gaps
- Identification of development programs in the field of training, coaching or mentoring to address these competency shortfalls.

Individual assessment is an important tool for placing the right people with the right competencies in the right positions. With INVEST DM 2.0 support, BNPB's Human Resources and General Affairs Bureau, has succeeded in mapping/assessing managerial and socio-cultural competencies and potentials using the Assessment Center methodology. Individual assessments of 97 BNPB staff; 42 female, 55 male, have been completed. The staff consisted of implementing personnel, structural level positions (administrators/managers and supervisors), and functional positions at the first, second, and middle levels. The Individual Assessment center was officially opened by the Head of the Human Resources and General Affairs and conducted from 27-29 October 2021 at BNPB headquarters.

Assessment center methodology includes case study analysis, group discussion with no identified leader (leaderless group discussion), psychological tests, and behavioral event interviews. A certified independent appraiser carried out the assessments. The judgment principles applied were based on objectivity, transparency, accuracy, reliability, and usability standards.

The data obtained from the assessment will be used to build a "Talent Pool/Talent Management" system within the BNPB to identify employees who have the potential to become leaders. This identification process is based on two key elements: aspects of competence and performance. The individual assessment results will provide each employee with a comprehensive picture of the strengths, weaknesses, and development needs as well as the individual pathways for career advancement. With INVEST DM 2.0 support - for the first time, the mapping of social and cultural competencies included the perspective of gender equity and social inclusion (GESI).

When visiting the assessment activities, Mr. Lilik Kurniawan, BNPB Secretary-General provided direction and motivation to the participants. He expressed his gratitude and appreciation to USAID and INVEST DM 2.0 for supporting BNPB in facilitating the assessment center activities. In his closing speech, he emphasized the importance of the assessment in building a Talent Pool to management talent within the organization, as well as increasing staff performance, transparency, and fairer transfers in the assignment of employees at BNPB.

BNPB begins piloting the national risk assessor roster with INVEST DM 2.0 support

Indonesia has a shortage of disaster risk assessors who meet national quality standards to support the nation's 514 cities/districts to map local risks. The availability and management of competent disaster risk assessors remain a challenge that the National Disaster Management Agency (BNPB) is addressing. With INVEST DM 2.0 support, BNPB is developing a mechanism to select, train, and manage a national pool of registered risk assessors. The assessors will work with subnational governments to map local risks for fulfilling and operationalizing minimum service standards for disaster management.

INVEST DM 2.0 is contributing by assisting BNPB to develop the guidelines for the management of disaster risk assessment experts. The guidelines are being prepared to ensure the risk assessments conform to national standards and are carried out by a registered team of experts from diverse but complementary backgrounds of expertise and experience. With INVEST DM 2.0 support, the guidance is being piloted and will be reviewed before rolling out nationally by BNPB.

Under the guidelines, the experts must go through a vetting process to be eligible to register on BNPB's national risk assessor roster for deployment to the field. The process comprises five steps:

- 1) recruitment,
- 2) capacity building,
- 3) competency certification,
- 4) mobilization (assignment),
- 5) monitoring and evaluation.

BNPB has called for applications from experts across Indonesia and has appointed a team to recruit and manage the expert roster.

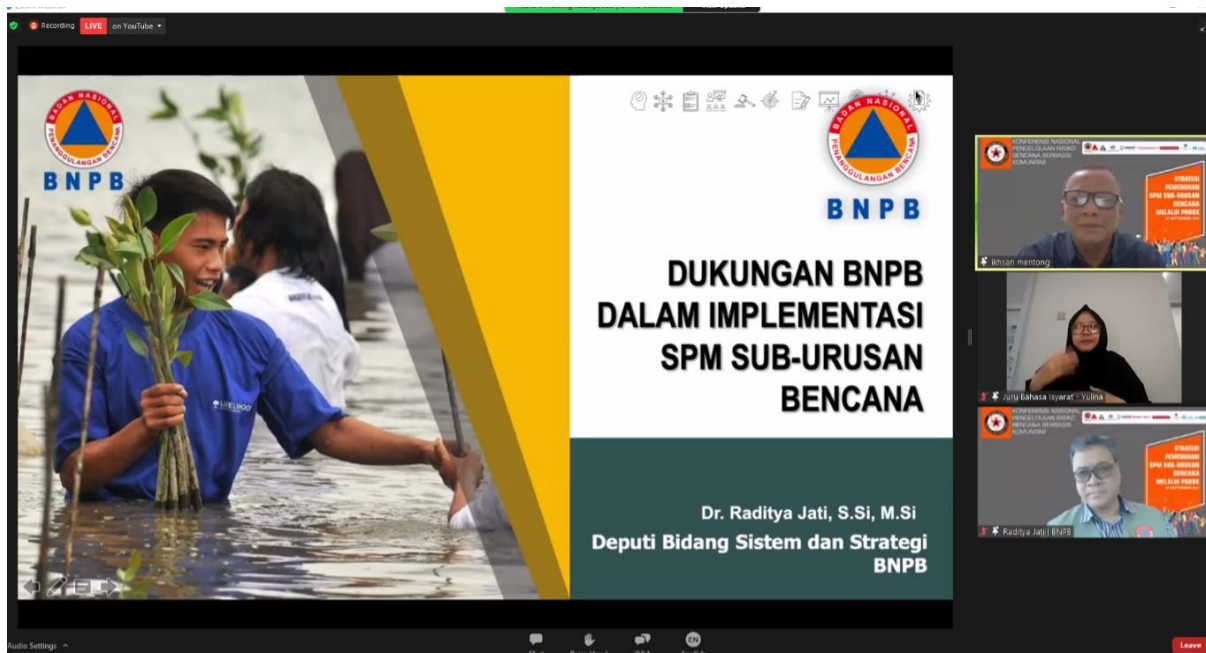


Review draft of roster management guidelines with the Directorate of Risk Mapping and Evaluation of BNPB



Scope of roster management of disaster risk assessment experts

Integrating disaster management minimum service standards (MSS-DM) in local government planning and ensuring MSS-DM implementation involves village government and community



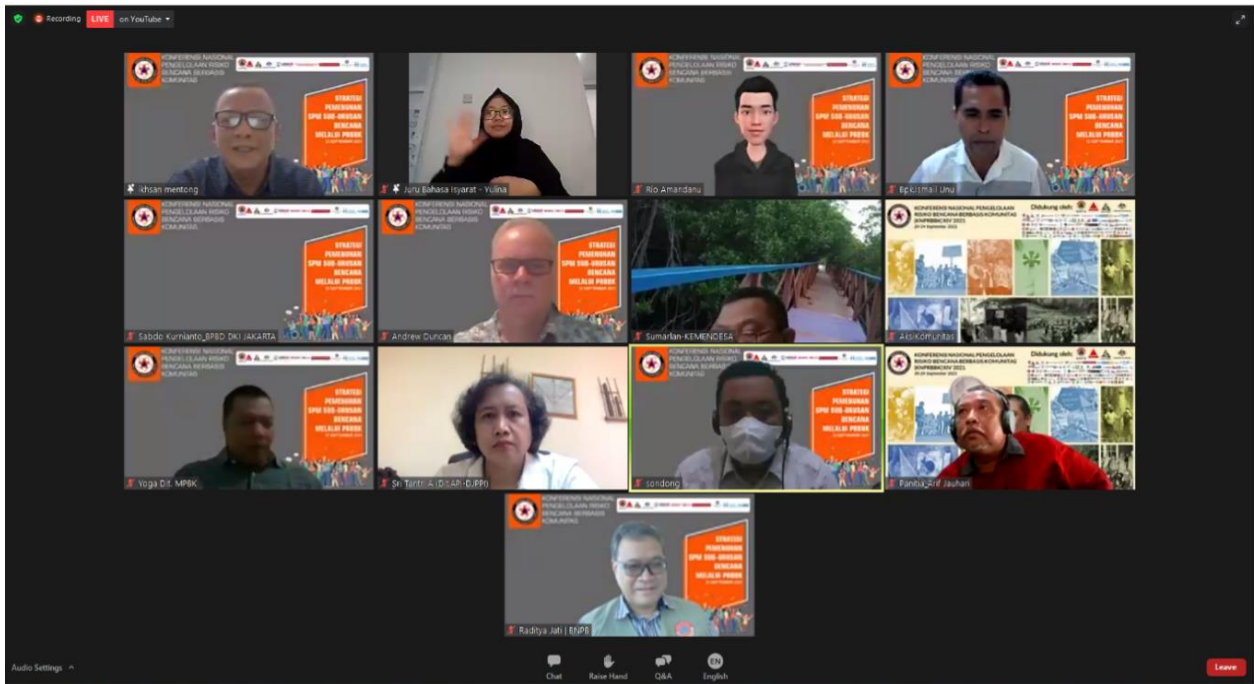
Mr. Raditya Jati delivered material on BNPB Support in the Implementation of Minimum Service Standard Sub-Disaster Affairs during the National Conference on Community Based Disaster Risk Management XIV (22/10/21).

INVEST DM 2.0 participated in the National Conference on Community-Based Disaster Risk Management (CBDRR) by holding a seminar to explore a "Strategy for implementing effective Minimum Service Standard - Disaster Management through Community-Based Disaster Risk Reduction programming." The seminar was held at the Community-based National Conference on Disaster Risk Management on September 22, 2021. One hundred twenty participants from across Indonesia attended. In his opening remarks, Andrew Duncan, Chief of Party for INVEST DM 2.0, stated that he hoped the discussion results would review strategies and performance for more effective disaster management in CBDRR. In his speech, Dr. Raditya Jati, BNPB Deputy for Systems and Strategy, said that only 88 districts/cities have contingency plans, and BNPB is ready to assist the subnational jurisdictions in Minimum Service Standard -Disaster Management (MSS-DM) implementation. BNPB's support includes (1) risk assessments for various types of disasters; (2) socialization and evaluation; (3) implementation of technical guidance for sub-national Disaster Management Agency and Development Planning Agency; and (4) consultation and assistance in the preparation of risk assessment document.

The seminar highlighted the potential of tapping into all available funding sources – the district/city government budget, the national budget, and village funds – to achieve MSS DM. Several ministries have developed policies to improve MSS implementation by involving the community and village government.

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- Raditya Jati



Seminar on Effective MSS-DM Implementation Strategy through the Community-Based Disaster Risk Reduction Program (PRBBK) in the XIV National Conference on Community-Based Disaster Risk Management (KNPRBBK) (22/09).

INVEST DM 2.0 used the seminar results to identify gaps and synergies in fulfilling MSS DM and CBDRM. Eight sector experts were invited to explore potential strategies for BNPB to support local governments to implement MSS DM. Possible services and technical inputs to help local governments implement MSS DM and CBDRM were also explored. The guest speakers comprised BNPB, Ministry of Home Affairs, Ministry of Villages and Disadvantaged Regions, Ministry of Environment and Forestry, regional BPBDs leadership, and grassroots practitioners. In closing, Mr. Raditya Jati added, "... collaboration is [when] all involved and has an exclusive role and has the same goal, namely a disaster-resilient Indonesia".



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INVEST DM 2.0, a USAID-funded program is a continuation of INVEST DM program. The program applies a holistic approach to support BNPB's own-people-centered approach, with comprehensive inputs in the 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.



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to maintain the quality of the program, give your criticism and suggestions through

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