

Supporting eLearning Development at the Ministry of Environment and Forestry

FORCLIME's Journey to Support the Development of eLearning at the Ministry of Environment and Forestry Central Education and Training Center (Pusat Diklat) and Regional Education and Training Center (Balai Diklat)

FORCLIME's Strategy is principally to support the vision, strategy and objectives of its' partner organizations. The vision of our partner, the Center for Education and Training for Human Resources for Environment and Forestry, is to become an international Center of Excellence in the field of forestry training.

Support includes series of capacity building focusing on the development of competencies in online-course development, online-course implementation, technical skills to handle the Learning Management System Moodle and management capacity to direct and monitor the implementation process of eLearning within the training organizations. These competencies will give the Center for Education and Training for Human Resources for Environment and Forestry as well as the attached seven regional training centers disbursed all around Indonesia full independence to design and deliver high quality and state-of-the-art trainings for the Indonesian and international forestry sector.

2012 - 2013

At the end of 2012, FORCLIME facilitated a group of structural officials and lecturers (*widyaiswara*) from the Forestry Education and Training Center (Pusdiklat Kehutanan) during an exchange study in Germany that included AIZ (GIZ Training Academy) that offered a number of face-to-face and online training programmes (eLearning). These eLearning training programmes were efficiently financed and worked to overcome the geographical obstacles experienced by countries such as Indonesia. During this period, several Indonesian institutions, such as Universitas Terbuka, followed this Distance Learning System.

FORCLIME subsequently facilitated further AIZ eLearning training sessions in 2013 for nine lecturers and teachers of Forestry Vocational Schools. This eLearning training addressed firsthand situations, challenges, obstacles and positive aspects.



2014 - 2016

Between 2014 and 2016, FORCLIME and AIZ followed up on the development of eLearning at Pusdiklat Kehutanan and the Forestry Regional Education and Training Center (Balai Diklat Kehutanan) and was supported in these consultancies by Commonsense, a consulting firm with experience in developing eLearning modules in developed and developing countries. This programme addressed the following areas:

1. **Preliminary assessments of Pusdiklat Kehutanan and the Environment and Forestry Regional Education and Training Center's (Balai Diklat LHK) readiness to implement eLearning.**
2. **Formulation of a strategy (roadmap) for eLearning development at Pusdiklat Kehutanan and Balai Diklat LHK for 2014 - 2016.**
3. **Establishment of an eLearning Team at Pusdiklat Kehutanan for eLearning development and eLearning development facilitates at Balai Diklat Kehutanan.**
4. **Capacity building**
 - a. Capacity building for the structural officials of Pusdiklat Kehutanan and Balai Diklat Kehutanan that included understanding of the eLearning concept and the division of roles and authorities between Pusdiklat Kehutanan and Balai Diklat Kehutanan during the implementation of eLearning.
 - b. Capacity building for Pusdiklat Kehutanan and Balai Diklat Kehutanan lecturers that included understanding of the eLearning concept, curriculum development, preparation of interactive eLearning modules, eLearning training facilitation and others.
 - c. Capacity building for support staff at the Pusdiklat Kehutanan and Balai Diklat Kehutanan that included understanding of the eLearning concept, organisation of eLearning training, an introduction to authoring tools for compiling interactive eLearning modules, server maintenance and others.
5. **Operationalization of the Learning Management System (LMS) through the Moodle platform by the Pusdiklat Kehutanan eLearning team.**
6. **Preparation of eLearning curriculum and teaching materials for four types of training.**



7. **eLearning training pilot in late 2015 and early 2016:**
 - a. Training for Pusdiklat Kehutanan, particularly on the introduction of KPH, organized by Pusdiklat Kehutanan and attended by approximately 822 participants;
 - b. Conflict Mapping Training organized by Balai Diklat Kehutanan (BDK) Samarinda and attended by approximately 20 participants;
 - c. Collaborative Management Training by Pusdiklat Kehutanan and attended by approximately 20 participants;
 - d. Climate Change Mitigation Training for Forestry Extension Officers by BDK Bogor and attended by approximately 20 participants.
8. **In 2015, eLearning was adopted as one of the main duties of Pusdiklat Kehutanan through the establishment of the eLearning Planning, Evaluation and Development Section, which will provide eLearning human resources and budgets heading forward. From 2014 to 2016, eLearning development was carried out through a budget-sharing mechanism between Pusdiklat Kehutanan, FORCLIME and AIZ.**

The 2014 - 2016 period saw foundational preparations for eLearning development at Pusdiklat Kehutanan. Pusat Diklat Kehutanan subsequently changed its name to the Environment and Forestry HR Central Education and Training Center (Pusat Diklat SDM LHK) due to the merger of the Ministry of Forestry with the Ministry of Environment.

2017 - 2020

From 2017 to 2020, FORCLIME assistance for eLearning development at Pusat Diklat SDM LHK encompassed a number of collaborative activities between the Pusat Diklat SDM LHK and FORCLIME, including:



- Workshop on the Preparation of the eLearning Roadmap at Pusat Diklat SDM LHK and Balai Diklat LHK for 2019 - 2024.



- Support the development of Android-based eLearning applications.



- Android-based eLearning application operational training.

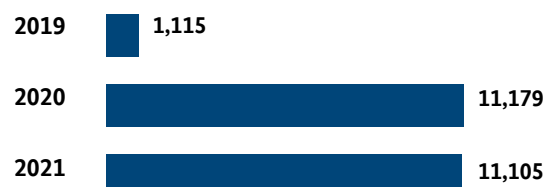


- Preparation of eLearning modules for operational drone training.

During this period, eLearning development at Pusat Diklat SDM LHK also received positive support from the Forest Investment Programme (FIP) II Project supported by the World Bank and FAO, including the preparation of dozens of eLearning training modules for Forest Management Unit (KPH) personnel and the implementation of training. This support should guarantee the sustainability and upscaling of the eLearning programme.

In 2020, the COVID-19 pandemic hit the world and face-to-face/offline education and training (Diklat) related activities had to be put on hold while eLearning Education and Training became the predominant strategy. Although appropriate infrastructure and supports for eLearning at Pusat Diklat SDM LHK and a number of

BD LHK are not yet fully available, the number of online eLearning education and training participants at Pusat Diklat SDM LHK and BD LHK increased significantly in 2020 and 2021, as follows:



Source: Pusat Diklat SDM LHK



In February 2021, the Forestry Extension and Human Resources Development Agency (BP2SDM) held an evaluation workshop on eLearning development, education and training and collected feedback aimed at improving eLearning in the future. The workshop participants identified several benefits of the eLearning education and training, specifically: (a) eLearning can reach more participants; (b) Participants can be evenly distributed across all regions; (c) Operational training costs can be used more efficiently; (d) More efficient time-wise, while materials can be accessed at any time and from any location; (e) Participants can still attend training in person if they follow health protocols for social distancing.

The workshop participants also identified several eLearning-related issues, specifically:

Participants

- Participants' capabilities regarding the use of communications devices varied greatly;
- Participants had difficulty preparing practice tools and materials due to the distances involved;
- Most of the participants only focused on Zoom sessions and did not access the MoEF eLearning application for independent learning.

Trainers

- The ability of trainers to develop eLearning curricula, modules and interactive eLearning teaching materials remains limited;
- Some trainers still mainly use Zoom and are not encouraging participants to engage in independent learning sufficiently.

Training organizers

- Several technical issues relate to eLearning applications at the MoEF, including printed and unprinted biodata, etc.;
- Limited capabilities of training managers/organizers and sub-admins as regards the use of the MoEF eLearning feature.

Policy

- Lack of regulation of training through the eLearning method;
- Cost standard policy.

Participants' suggestions concerning these problems included the following:

- BP2SDM should coordinate and synergize with Echelon I officials at the Ministry of Environment and Forestry in order to design priority education and training that is suited to Echelon I priorities.
- Regulatory aspects, work patterns, methodologies, work materials, tools and the budgeting system need to be adjusted to further increase effectiveness and efficiency.
- Consistency is required regarding eLearning training methods in line with the applicable rules under BP2SDM Regulation Number: P3/P2SDM/SET/OTL.0/4/2020.
- The Learning Management System (LMS) eLearning application needs to be refined to ensure compatibility with other applications and learning resources, such as the e-Library.
- High-quality, engaging, interactive, easy-to-access and easy-to-use electronic teaching materials are required.
- The infrastructure for eLearning services needs to be improved, including Internet access.
- eLearning training needs to be promoted through social media, websites and other media (such as posters/flyers).



Based on the results of the evaluation, FORCLIME assembled a new mentoring programme for the October 2021 – December 2023 period to support eLearning development at Pusat Diklat SDM LHK and Balai Diklat LHK in collaboration with the Commonsense consulting agency. Primary activities planned during this stage include:

- **Studies/assessments** that evaluate current eLearning developments at Pusat Diklat SDM LHK and Balai Diklat LHK.
- **Capacity building for lecturers** on the development of eLearning curriculum and training modules.
- **Capacity building for lecturers and eLearning Team** on the development of modules and interactive media for eLearning training.
- **Capacity building for the admin/sub-admin team on the management** of the Learning Management System (LMS).
- **eLearning capacity building for the training organizer committee.**
- **Development of an integrated Learning Management System (LMS).**

“We implemented a capacity programme for eLearning for the Training center of the Ministry of Forestry and Environment of Indonesia on behalf of GIZ FORCLIME from 2014 to 2016 and now came back to update and modernise the eLearning efforts at the center. Doing an initial assessment of the Learning Management System and of the eLearning activities at the training center we were impressed of the sustainability of the prior programmes. The eLearning team was still a stable team – and developed eLearning programmemes of high quality and the technological basis – the Learning Management System was maintained on a professional level. We are now even more motivated to work with the team again and to bring it to the next level. With this team and GIZs support you will go far!”

*(Andreas Hörfurter M.A.,
Managing Director International Organizations and Projects
Commonsense eLearning & training consultants GmbH)*

Mentoring activities currently being jointly implemented by the Pusat Diklat SDM LHK and FORCLIME include:

- **Kick-off Workshop** on eLearning mentoring for 2021 – 2023 held on 9 December 2021 and attended by approximately 50 participants from Pusat Diklat SDM LHK, Balai Diklat LHK, Forestry Vocational School.
- **Focus Group Discussion (FGD)**, which discussed the Learning Management System (LMS). The FGD was held on 31 January 2022 in a hybrid format and was attended by approximately 20 participants from Pusat Diklat SDM LHK, Balai Diklat LHK, FORCLIME and Commonsense. Issues addressed included internet connectivity and software.
- **Regular bi-weekly discussions** on eLearning-related issues attended by Pusat Diklat SDM LHK, BD LHK Makassar, BD LHK Samarinda, FORCLIME and Commonsense.
- **Assessment instruments** on digital knowledge for lecturers and time learning.

More comprehensive assistance provided during 2021 - 2023 will support high-quality eLearning activities at Pusat Diklat SDM LHK and BD LHK so that they run more smoothly and effectively.

eLearning development cooperation

Based on FORCLIME’s initial work the Ministry of Environment and Forestry Central Education and Training Center (Pusat Diklat) expanded its engagement with partners and collaborates now with the Forest Investment Programme (FIP II - World Bank) project as well. FIP II provides eLearning supporting infrastructure such as smart classes, eLearning studios, hardware, eLearning support human resources development, preparation of eLearning modules and implementation of training using eLearning.

This FIP II programme provides a budget of around 320,000 USD per year to support the development of education and training including eLearning. Another partner who has collaborated in the development

of eLearning is a forestry development project in Central Sulawesi supported by FAO, which supports the development of several eLearning modules. Additionally, the Ministry of Environment and Forestry Central Education and Training Center is currently collaborating with the Regional Community Forestry Training Center (RECOFTC) for the development of an eLearning module for Gender Mainstreaming (PUG) and is also exploring cooperation and an eLearning network with the State Administration Institute (LAN). The existence of support and collaboration with various institutions is a strategic step that is expected to be able to encourage the upscaling of quality eLearning programmes and hopefully will be able to answer the challenges of future human resource development needs in the forestry sector.

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