



Summary of Fourth Meeting of APFNet Trainers in Forestry Network

--Towards more effective in-service training for public forestry agencies

1. Background of the TIF meeting

To facilitate exchange of experiences and collaboration among public forestry agencies in the Asia-Pacific region, in late 2014, APFNet proposed a network of forestry HRD policy makers and trainers in Bogor, Indonesia. This network, labeled as Trainers in Forestry Network (TIF Network) aims to strengthen the effectiveness and efficiency of forestry training efforts in the region through information exchange, capacity building and collaboration. A series of consultations was held during 2014-2016 to establish the TIF Network. The APFNet Secretariat conducted several activities such as annual dialogues or meetings, study tours to support the TIF Network.

At the occasion of the APFNet's 10th-year anniversary celebration, the 4th meeting of TIF was held on March 28, 2018 in Beijing. As the annual TIF activity, The fourth meeting was organized with the theme of "Towards more effective in-service training for public forestry agencies" to share results of a recent regional study on the same issues, identify suggested actions for policy makers to strengthen in-service training and map out a clearer TIF Network strategy for its future development.

1.1 The objectives of the meeting are:

--To share the detailed assessments of regional status of in-service training of public forest agencies and systematically identify challenges, and opportunities to strengthen in-service training;

--To establish and refine specific functions of the TIF Network and its rules as well as the functioning mechanism to better serve the regional economies.

1.2 Participation and partners

About 25 participants of the TIF Network working group and observers from the AP region attended the meeting. The meeting invited the following target groups:



Photo 1: Group photo of the participants on 4th meeting of APFNet Trainers in Forestry Network

- the members of the TIF Network informal working group;
- forestry officials involved in preparing economy reports for the regional study on in-service training of public forestry agencies;
- forestry HRD policy makers and trainers from other interested APFNet member economies; and
- representatives from international organizations.

Assistant Executive Director, Dr. Zhang Zhongtian, AED of APFNet welcomed the participants of the meeting. He noted that there are good training methods & trainers for foresters and training management policies in every economy; He hoped that participants could identify what is best in each economy, take the best of the best, and work together to help each other through this mechanism. He encouraged the facilitator, participants and observers to make full use of this opportunity to exchange ideas, views and intelligence in developing a robust TIF strategy.



Photo 2: Dr. Zhang Zhongtian, AED of APFNet gave an opening remark for the meeting

2. Summary and key findings of keynote Presentations

With regard to the first objective, the meeting was presented with the key findings of the regional study on in-service training of public forestry agencies, and

corresponding experiences of five economies.

2.1 Study on the status of In-service training of public forestry agencies in the Asia-Pacific region

Dr. Mahendra Joshi, senior consultant of APFNet, who conducted the study on the status of In-service training of public forestry agencies in the Asia-Pacific region, also the facilitator of the meetings, presented the highlights of the study. He noted that since most of the economies included in the study have forests under public ownership, the responsibilities of their public forestry agencies to manage their forests sustainably are significant and for that they need highly skilled, competent and motivated human resources. He emphasized that:

- i) Different economies are at different stages of development so they need different types of training for their forestry staff;
- ii) It is very important to identify right person for In-services forestry training in order to transfer training to actual use; and
- iii) TIF Network could be more advisory than prescriptive and make TIF more participatory and inclusive by involving other sectors and stakeholders in future.



Photo 3: Dr. Mahendra Joshi reviewed the In-service training in the region

2.2 In-service training policies, programs and experiences of public forestry agencies

Five participants from Fiji, Sri Lanka, Thailand, Malaysia, and Indonesia shared their domestic in-service training policies, programs and experiences of public forestry agencies.

1) Staff training and development in Fiji

Mr. Manasa Luvunakoro, the principal Forestry Officer of Fiji, gave a presentation on staff training and development in Fiji. He stated that the Ministry of Forests in Fiji gives emphasis on the staff training and development to meet the strategic goals and objectives of the organization. In order to meet the strategic objectives, good working environments and support system to enhance skills of the employees are very necessary. Fiji has strong policy and guidelines regarding training and development. The main points of his presentation include the following:

i) In Fiji, there are equal training opportunities regardless of gender, age, marital status, disability and religion.

ii) In addition to technical aspects of sustainable forest management, the in-service training covers general areas such as induction, employee relation, gender mainstreaming, occupation health and safety.

iii) The Ministry of Forests in Fiji provides various options for training and development. Among various options, organization of short courses, workshops, and conferences as well as sharing skills and web based e-learning are the best ways to achieve the desired goals.

iv) Nomination of officers for training in Fiji is generally effective and satisfactory.

2) In service training in public forestry agencies in Sri Lanka

Dr. K M A. Bandara, Forest Technical Officer, introduced The Sri Lanka forestry institute (SLFI) and its training system. The summary of his presentation is as below:

i) The Sri Lanka forestry institute (SLFI) is one of the well-known education centers in Sri Lanka, which offers a wide range of academic programs as well as training related to forestry. SLFI allocates approximately USD 750,000 annually. This institute has 150 residential trainees, 5 permanent lecturers and more than 10 visiting lecturers with all the basic physical resources. SLFI works with a vision to be the forefront of education in forest resource management. Its main aim is to develop knowledge, skills and develop positive attitude and behavior of in service forestry personnel.

ii) Programs and course design: This institute offers various courses like National Higher Diploma in Forestry Technology, Diploma in Forestry Technology, National Certificate in Forestry Technology and several Short Term Training Courses. National Vocational Qualification 5 (NVQ5) and NVQ6 courses focuses for middle level forest managers while NVQ3/4 courses are designed for the lower grade officers. There are 19 core competencies for NVQ5 and 39 for NVQ6. All the courses modules, Lectures and practical design were excellent for foresters. The short courses included Forest Restoration, Control of invasive alien species, Nursery Management, Plantation, GIS and other courses on request.

iii) Despite having a good system of education and training, there is still need to revise the existing curricula to include the new developments in forestry sector. Linking the courses with local and international forestry institutes to improve the quality of the trainees is another aspect that needs to be improved.

iv) For senior generation of forest officers, some training courses on how to use modern technologies and social media are appropriate. Before their retirement, they could be provided with transition training.

3) In service training in public forestry agencies in Thailand

Dr. Preecha Ongprasert, Chief of International Special Program Section, International Forestry Cooperation Office of Thailand made a presentation on the in-service training policies and programs in Thailand's Royal Forestry Department (RFD). Main points from his presentation include the following:



Photo 4: Dr. Preecha Ongprasert introduced the In-service training in Thailand

i) Thailand is in need to produce a large workforce in the field of science, engineering and technology. Thus, RFD is investing approximately USD700,000 annually to train up to 7,500 participants a year in variety of training courses;

ii) Training programs present a prime opportunity to expand the knowledge base of all forestry staff. However, there are some loopholes in the training programs that decrease its effectiveness, including: (a) not getting the right person to join the training; (b) not having capable or knowledgeable speakers or instructors; and (c) not addressing the need or requests of the trainees regarding the training course designs.

iii) Policies and strategies such as the 12th National Economic and Social Development Plan 2017 – 2021 and the 20-year Strategic Plan for 2017-2036 of Thailand are aimed to set up learning and training systems to enhance the skill, competency and knowledge base of people in the Thai society. These strategies are created to achieve long term objectives like human resource development, social equality, green growth, and well-developed and efficient public sector;

iv) RFD offers different training programs to its staff. It also conducts training programs for the foreign forest officers in collaboration with the Thai International Cooperation Agency. Such training programs have been increasing for the past few years;

v) the challenges faced by the in-service training in the RFD include the decrease in financial support, lack of qualified speakers and instructors, lack of innovation, lack of periodic training need assessments and lack of well-equipped training centers. However, in the future, the RFD aims to overcome these challenges of in-service training by focusing more on training need assessment, increasing stakeholder's involvement, etc. It plans to have a transition from traditional forestry to multi-function forestry and integrate technology into the training programs; and

Dr. Ongprasert concluded by mentioning that the training need assessments should be conducted regularly and systematically, the skills for the training staff must be enhanced, more knowledgeable professionals and specialists should be invited to become speakers or instructors, and more support from international organizations for the training programs is needed.

4) In service training in public forestry agencies in Indonesia

Dr. Iwan Setiawan, deputy director, center for human resources planning and development of Indonesia gave a presentation on the status of the in-service training in Indonesia. Main points of his presentation include the following:

The in-service training in Ministry of Environment and Forests (MOEF) is provided by CEFET and RETCs.

Training programs target not only forestry officials but also officers of different government Ministries and non-governmental organizations, such as those from forest fire care community, technicians in private sectors, and forestry business.

The MOEF/CEFET maintains close cooperation with partners such as AUAID, JICA, KOICA, GIZ, RECOFTC, UNREDD, FAO, APFNet to develop and conduct training activities for forest officers to strengthen their capacities.

Dr. Setiawan considered the need of the following:

i) Improve capacity and quality of trainers at CEFET and RETC levels:

- review the capacity building program of trainers;
- send as many trainers as possible to international training and internships;
- analyze human resource development strategies with strategic partners;
- conduct regular refresher learning events for trainers such as weekly sessions and trainers workshops;
- develop and apply policies and regulations that provide incentives for trainers;
- conduct collaborative trainings with well-known training centers (joint-training); and
- apply and make use of the latest technologies in training (approach, methods, tools).

ii) Improve the quality of training delivery:


- improve the standards and procedure of delivering training (service-oriented, simple, quick);
- develop trainings that are based on the key competencies of the training unit (according to specialization and areas of excellence);
- develop partnerships with strategic partners to improve the quality of training management and delivery; and
- improve facilities and infrastructure to meet international quality standards.

iii) Accelerate the creation of a new training organization:

- revise appreciation and acknowledgment of all components involved in training;
- coordination, integrity, synchronization and simplification in every

- training delivery process;
- recreate a working culture that is professional, collaborative, positive and encouraging.

4th Meeting of APFNet Trainers in Forestry Network
— Towards More Effective in-Service Training for Public Forestry Agencies
28 March 2018 Beijing China



Skills for future forestry professionals

Technical/professional	Cutting-edge technologies	Management / Leadership	Policy	Interpersonal/social
<ul style="list-style-type: none"> Silviculture Restor/rehab EIA CC/REDD+ PES/Eco-tourism Econ Analysis Value-Chain Analysis Landscape planning Forest Urban Enterprise Dev 	<ul style="list-style-type: none"> Computer/IT RS, GIS Internet-of-Things (IOT) Drones Radio Frequency Identification (RFID) Monitoring & enforcement (FMRS) 	<ul style="list-style-type: none"> Personnel Mngt Leadership Forest Governance/Transparency Code of Conduct/ Public Ethics Strategic Planning 	<ul style="list-style-type: none"> Public Admin Law Policy dev process Int'l negotiations 	<ul style="list-style-type: none"> Comm, ed & public awareness (CEPA) Conflict Management Gender Mainstreaming Teamwork

Photo5: Dr. Iwan Setiawan shared the skills for future forestry professionals

5) In service training in public forestry agencies in Malaysia

Mr. Amsari Bin Mahmud, Senior Assistant Director (Training Development), Forestry Department Peninsular Malaysia. The key-findings and main points of his presentation include the following:

i) Malaysia has 4 main public forestry related agencies: Forestry Department of Peninsular Malaysia (FDPM); Forest Research Institute Malaysia (FRIM); Forest Department Sarawak (FDS) and Sabah Forestry Department (SFD). Each of the agencies has developed their own Human Resource Training Policy (H RTP).



Photo 6: Mr. Amsari Bin Mahmud introduced the in service training in Thailand

ii) Malaysia has established a systematic and continuous training system, with producing and sustaining human resource as the major objective of Human Resource Training Program in Malaysia;

iii) There are 12 training centers in Malaysia with all the basic facilities to support the training program. Besides this, there are two certificate courses are awarded i.e. Forestry Certificate Forestry (1 year course) and Forestry Certificate Ranger (2 years course);

iv) Forestry certificate course (FDPM), Domestic trade project (Research Planning Division, FRIM), Environmental Workshop (Forestry & Environment Division, FRIM) are the some of the successful training programs in Malaysia; and

v) Fields trips are important for trainees to gain first-hand experience but are often ignored. New technologies such as Internet of Things (IoT), drone, Radio Frequency Identification (RFID), Forest Monitoring Remote Sensing (FMRS) are important. The combination of the technologies will assist to manage the forest resources efficiently and monitor encroachment and illegal logging activities.

3. Discussion on TIF strategy and its rules and procedure

Following the presentations of the regional study and economy experiences on in-service training, the meeting focused on the second objective of the meeting - “To establish and refine specific functions of the TIF Network and its rules as well as the functioning mechanism to better serve the regional economies.”

3.1 Introduction and agreement on TIF Strategy

During the meeting, APFNet Secretariat gave a presentation on a draft strategy for TIF Network, including its expected scope, functions and communication approaches/strategies. The Strategy is drafted based on previous TIF Network consultations and the findings of the *Regional Study on In-service Training in Public Forestry Agencies in the Asia-Pacific Region*, a study conducted by APFNet to understand the status and trend of in-service training of public forestry agencies of APFNet member economies. The three strategies as following were agreed by the participants during the 4th meeting.

Strategy 1: Promote regional dialogue, exchanges, learning, and collaboration on forestry HRD;

Strategy 2: Provide support for member economies in implementing training planning, development, needs assessment, evaluation and monitoring;

Strategy 3: Provide support for economies to improve forestry HRD for different economy.

3.2 Rules of TIF Working group

After that, the participants were divided into three groups to discuss a draft TIF Network strategy including the rules and procedure of TIF Network for the way forward. Details are as follows:

1) Expansion of the Working Group and nomination of contact persons

TIF Network is based on APFNet membership and its operation is supported by the APFNet secretariat. Before 2017, the APFNet council was the main channel to communicate and interact among members. Since 2017, an informal working group composed of interested economies and international organizations was set up to



Photo 7-8: Group discussion for TIF rules and procedure and its strategy

provide preliminary guidance for developing activities and programs under the TIF Network. The informal working group included six economies (China, Fiji, Indonesia, Mongolia, Myanmar, and Thailand) and three international organizations (APFNet, RECOFTC, and AFoCO).

At the 4th meeting of TIF, the working group was expanded with four more members, namely, the Philippines, Cambodia, Sri Lanka and Viet Nam.

2) Chair, Co-chair and their responsibility

Chair: Participants selected that APFNet Secretariat to be the chair, since APFNet is still the main funder and organizer of the Network in its establishment and development period.



Photo 9-10: Group discussion for TIF rules and procedure and its strategy

Co-chair:

Participants suggested that China and/or Viet Nam could take the role of co-chair, and after further discussions, Viet Nam was nominated as the co-chair for 2018, considering a symposium of TIF to be held in Viet Nam in 2018. However, this still needed to be confirmed by Viet Nam whether they accept the nomination. The

participants requested the Secretariat to further consult with Viet Nam on this matter.

After the meeting was concluded, the Secretariat discussed and consulted with APFNet Board Member in Viet Nam, Dr. Nguyen Phu Hung (Director of the Department of Science, Technology and International Cooperation, Viet Nam Administration of Forestry); and Prof. Dr. Vo Dai Hai (the President of the Vietnamese Academy of Forest Sciences) about the nomination of a contact person of Viet Nam to join the TIF Network. Viet Nam agreed to be co-chair of TIF Network and nominated the following person as a contact person:

Dr. Pham Duc Chien

Deputy Director

Department of Training and International Cooperation

Vietnamese Academy of Forest Sciences (VAFS)

(The Academy falls under the direction of the Ministry of Agriculture and Rural Development).

3) Responsibilities of chair, co-chair and working group members

The basic responsibilities of the Working Group would include:

Chair:

- Supervise and make the plan of activities for TIF in 1-3 years;
- Provide overall support for the strategic development and operation of the TIF Network;

Chair and Co-Chair:

- Explore partnership with related organizations or economies outside the AP region for better information sharing and learning;
- Discuss and endorse the annual work plan of the TIF Network, co-organize the annual activity under TIF.

Chair, Co-Chair and members of the Working Group:

- Help collect useful tools and guidelines in the respective economies or organizations that are used to enhance forestry in-training;
- Distribute and build recognition of the tools and guidance, and share information through domestic channels to promote the application of those tools.

4) Funding sources:

- APFNet,
- Co-chair of TIF/Domestic forestry agency of the economy
- Forestry company , International agencies, and
- NGOs.

5) Annual meeting of TIF

Annual meetings of TIF will be organized in the Working Group members' economies. The next annual meeting's location and date will be suggested and decided in the

end of the current annual meeting.

3.3 Communication strategy

The communication strategy/form was drafted by APFNet Secretariat. The strategy was discussed during the meeting as the last part. The comments and suggestions for further improve the communication strategy are as following:

- 1) Share latest domestic news of improving forestry training, including training methods, training technology or training policies;
- 2) Exchange expert of training and share the best practice from member economy;
- 3) Enhance communication though webpage, WeChat group, Facebook;
- 4) Develop incentive mechanism, provides rewards and encourage economies who have implemented outstanding accomplishment related to TIF activities and its communication; and
- 5) Communication strategy could be explicitly linked to overall strategy of TIF.

4. Main outcomes of the meeting

During the meeting, the priority actions selected by participants are the following:

- i) Organize regular workshops on specific policy or technical issues regarding forestry HRD, especially the in-service training, to facilitate communication and interaction between forestry HRD officers and trainers both from public forestry agencies and forestry-related non-governmental organizations delivering training in the region.
- ii) Develop guidelines and tools in areas that guidance is not available and adapt approaches to different contexts when required.
- iii) Assess the opportunities in interested economies for improving forestry HRD planning, with the focus on in-service training, considering the domestic forestry development priorities, and emerging challenges.

In conclusion, the key outcomes of the meeting included: (i) expansion of the current TIF network by further inviting four member economies (Cambodia, Sri Lanka, Philippines and Viet Nam); (ii) TIF working group would be working on the basis the TIF strategies presented by the APFNet Secretariat; and (iii) Participants elected APFNet Secretariat as chair and Viet Nam as the co-chair for TIF Network in 2018.

5. Recommendations and proposals of future activities under TIF

Recommendations for making the operational rules and procedure of TIF and collections of the priority activities of TIF Network in future are listed as below:

- 1) Collaboration among team working groups is significant, so we suggest creating a mechanism to synergize regional capacity development organizations under our training programs.
- 2) TIF Strategy and Action plan need to have a clear and specific objective (addressing particular challenges), and the following actions/activities need to go with the objective.

- 3) Set up stringent criteria for applicants and reject those who are not qualified;
- 4) Set outline for participants' presentation to better guide the discussion and expected outcomes in line with our design.
- 5) Compare cost of training in different economies and take full consideration of training fees and time.
- 6) Build a pool of resource persons and experts regarding forestry training;

Annex 1

Agenda of Fourth Meeting of APFNet Trainers in Forestry Network

--Towards more effective in-service training for public forestry agencies

Time	Activity	Facilitator /Speakers
08:50 - 09:10	Registration	
09:10 - 09:35	Opening Remarks: - Opening Remarks by Dr. Zhang Zhongtian, AED of APFNet - Introduction to the meeting Agenda - Icebreaker: Introduction of Participants - Group photo	Dr. Zhang Zhongtian Dr. Mahendra Lal Joshi
09:35 - 09:45	Brief introduction to Trainers in Forestry Network Q&A	Ms. Yuan Mei
09:45 - 09:50	Findings and Suggestions of the In-service Training Arrangements of Public Forestry Agencies in the Asia-Pacific Region	Dr. Mahendra Lal Joshi
09:50 - 10:05	<i>Keynote Presentation</i> In-service Training Arrangements of Public Forestry Agencies in Fiji	Mr. Manasa Luvunakoro
10:05 - 10:25	Break	
10:25 - 10:40	<i>Keynote Presentation</i> In-service Training Arrangements of Public Forestry Agencies in Sri Lanka	Dr. Kangana Mudiyansele Ariyaratne Bandara
10:40-10:55	<i>Keynote Presentation</i> In-service Training Arrangements of Public Forestry Agencies in Thailand	Dr. Preecha Ongprasert
10:55-11:10	<i>Keynote Presentation</i> In-service Training Arrangements of Public Forestry Agencies in Malaysia	Mr. Amsari bin Mahmud
11:10-11:25	<i>Keynote Presentation</i> In-service Training Arrangements of Public Forestry Agencies in Indonesia	Dr. Iwan Setiawan
11:25-11:50	Q&A, Comments from Observers (RECOFTC, AFoCO, etc.)	Dr. Mahendra Lal Joshi

Time	Activity	Facilitator /Speakers
11:50:-12:00	Wrap-up of the Morning Session	Dr. Mahendra Lal Joshi
12:00 - 13:30	Lunch Break	
13:30 - 13:50	Introduction to the Draft Strategy TIF Network & the Draft Communication Strategy of the TIF Network	Ms. Yuan Mei
13:50 - 14:40	Discussion and Feedback on the TIF Draft Strategy (Group Discussion)	Dr. Mahendra Lal Joshi
14:40 - 14:50	Confirm the TIF Network Working Group Composition and Functions	Dr. Mahendra Lal Joshi
14:50 – 15:10	Break	
15:10 - 15:50	Discuss and Finalized the TIF Network Working Group, Rules and Procedures	Dr. Mahendra Lal Joshi
15:50 - 16:00	Wrap-up and Conclusion	Dr. Mahendra Lal Joshi

Annex 2

Participants list of Fourth Meeting of APFNet Trainers in Forestry Network

--Towards more effective in-service training for public forestry agencies

No.	Name	Economy	Title/Organization	E-mail
1	Ms. Nat Sreyneang	Cambodia	Government officer, Institute of Forest and Wildlife Research and Development, Forestry Administration Cambodia	ah.sreyneang@gmail.com
2	Mr. Zou Qingfeng	China	Division Director, Department of Human Resources, State Forestry Administration, China	78751570@qq.com
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5	Ms. Lei Xue	China	Division Director, Department of International Cooperation, State Academy of Forestry Administration, China	leixue_1022@163.com
6	Mr. Zhang Xiang	China	Program Officer, Department of International Cooperation, State Academy of Forestry Administration, China	trumanzhang@foxmail.com kaopuzx@sina.com
7	Mr. Manasa Luvunakoro	Fiji	Principal Forestry Officer, Ministry of Forests, Fiji	mluvunakoro@gmail.com
8	Dr. Iwan Setiawan	Indonesia	Deputy Director, Non Apparatuses Human Resources Planning, Development and Evaluation, Center for Human Resources Planning and Development, Ministry of Environment and Forestry, Indonesia	stwan06@gmail.com
9	Mr. Amsari bin Mahmud	Malaysia	Senior Assistant Director (Training Development), Forestry Department Peninsular Malaysia	amsari@forestry.gov.my
10	Mr. Aung Ye Win	Myanmar	Staff Officer, Forest Department Ministry of Natural Resources and Environmental Conservation Myanmar	aungyewin1981@gmail.com
11	Mr. Rolando R. Castro	Philippines	Director IV, Department of Environment	rolly_r_castro@yahoo.com

			and Natural Resources, Philippines	
12	Mr.Dexter M. Tindoc	Philippines	Human Resource Development Service Department of Environment and Natural Resources	dexter.tindoc@gmail.com
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15	Dr. Pham Duc Chien	Viet Nam	Deputy Director, Training and international cooperation department, Vietnamese Academy of Forest Sciences	p.d.chien@vafs.gov.vn/dchienvn@yahoo.com
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17	* Dr. Bae Kikang	Korea	Program Officer, Interim Secretariat for the Asian Forest Cooperation Organization (AFoCO)	baekikang@afocosec.org kbae02@gmail.com
18	*Dr. .Mahendra L. Joshi	Nepal	Senior Consultant (Facilitator)	mlj2005@gmail.com
19	*Dr. Preecha Ongprasert	Thailand	Chief of International Special Program Section, International Forestry Cooperation Office, Royal Forest Department, Thailand	preecha_ong@yahoo.com
20	* Dr. David Gritten	UK	RECOFTC – The Center for People and Forests	david.gritten@recoftc.org

* Observer or facilitator.

Annex 3:

TIF Network Working Group (updated in 2018)

Chair: APFNet

Co-Chair: Viet Nam

Economy/ Organization	Contact Person	Title	Contact
China	Mr. Zou Qingfeng	Department of Human Resources, State Forestry Administration	78751570@qq.com
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	Ms. Wu Xuerui Mr. He Leguan	Talent Development and Communication Center,	2457277486@qq.com henlley@sina.com
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	Dr. Nurtjahjawilarsa	Center for Forestry Education and Training, Ministry of Environment and Forestry	puriant66@gmail.com
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