



*Participants, National Education Department, Australia Aid, GRM and DWU personnel assemble for the launching of the program in Holiday Inn in March 11<sup>th</sup> 2015.*

## DIPLOMA IN EDUCATION MANAGEMENT TRAINING PROGRAM

In its attempts to build adequate human resource capacity at the national and sub-national levels including teaching institutions and church education agencies, GRM International on behalf of the Department of Education (DoE) tendered in 2013 for a customized and strategically focused course in education management. Subsequently, the diploma in education management training program (DEMTP) was developed and is being piloted in Port Moresby with a total of sixty middle managers of the national and provincial education departments and church

agencies. The sixty participants have been grouped into two cohorts with thirty participants in each cohort. The program commenced on Monday March 9, 2015 while the launching was on the 11<sup>th</sup> of March at the Holiday Inn Hotel in Port Moresby. The launching was delayed because Monday 9<sup>th</sup> March was a public holiday in Canberra.

At the launching of the program all the parties from DoE, AusAid, GRM and Divine Word University were present. For DWU, Dr Alfred Tivinarlik, the project Director, was present with Mr K. Chakumai and Mr M. Daniel.

The DEMTP is an Australian Aid project managed by GRM International on behalf of AusAID for the National Department of Education.

DWU successfully won the tender to design and deliver the program. The project is subcontracted to Diwai Pacific Limited, a consultancy arm of DWU, to manage the project on its behalf.

At the end of the delivery of the entire program, an evaluation will be conducted before a full roll out of the program is to take place.

### REGISTRATION AND ORIENTATION

Sixty participants registered with thirty participants in each cohort. The participants come from the head office of the National Education Department, some from the provinces around the country as well as from the various church agencies who are also key providers of education in Papua New Guinea.



## FEEDBACK FROM PARTICIPANTS

The second cohort expressed similar sentiments as the first but also added that, the unit DEM206b, ICT for Effective Communication, expanded well from what they already learnt in DEM200 ICT Orientation and DEM213 Occupational Health and Safety. It (DEM206b) incorporated a lot of the concepts already learnt in DEM200 and DEM213 into the activities and they were able to draw some meaning and relationship between the three modules.

One participant commented, *“Although the content itself was challenging, I felt the facilitator developed a module that enriches what we already know from DEM200. The activities are built on the previous activities in DEM200 and that kept me interested in wanting to know what outcomes I would like when I get to the end.”*

Another participant said, *“I do a lot of my work with a computer, but when I came for this training I realized that I have very little knowledge about ICT and how it enhances communication and presentation skills.”*



## DELIVERY OF THE PROGRAM

The program is customized rather than an off-the-shelf course, which hopefully, will address the specific skill and knowledge capacity development needs of the participants. The units were developed by our own staff under the guidance of Dr Vicki Roberts. It is intended that the program will measurably improve the participants' performances in their workplaces.

The program consists of fifteen units to be delivered over the year at the DWU Port Moresby Campus.

Since the launch of the DEMTP on 11<sup>th</sup> March followed by the registration and orientation, the following units have been delivered

- so far:
- i. DEM213 Work safely in an office environment. This unit was delivered by Mr Chakumai and Dr Tivinarlik.
  - ii. DEM200 ICT Orientation was delivered by Mr Daniel and Dr Tivinarlik.
  - iii. DEM206b The Use of ICT for Effective Communication was delivered by Ms Abady and Mr Daniel.
  - iv. DEM206a Public Speaking for Effective Communication was delivered by Mrs Manango and Dr Tivinarlik.
  - v. DEM201 Effective Written Communication for management change was delivered by Mrs Manango and Dr Tivinarlik.

- vi. DEM202 Quantitative and Qualitative Research was delivered by Dr Yamuna and Dr Nongkas
- vii. DEM205 Ethical Leadership was delivered by Dr Nongkas and Dr Tivinarlik
- viii. DEM204 Managing and Leading People was delivered by Dr Nongkas and Dr Tivinarlik.

Generally, the facilitators, thus far, found facilitating the units very rewarding as they observe their learners glee with joy at the achievement of the skills taught.

Admittedly, for the participants, it is no easy ride. They still have to complete formative and summative tasks provided for each unit as an approximate 100% successful attendance and completion rate is a requirement for graduation.



## FEEDBACK FROM PARTICIPANTS (cont.)

On the unit DEM204 Managing and Leading People, one participant wrote on the evaluation sheet, *“I recommend for all heads of divisions in the Education Department to be invited to attend this training to build their capacities as good managers. An excellent training program!”*

On DEM205 Ethical Leadership, one participant wrote; *“As a result of this training, I look forward to sharing lessons learnt particularly with the necessary tools to help officers with ethical decision-making process in the workplace.”*



## CAPACITY DEVELOPMENT PLAN

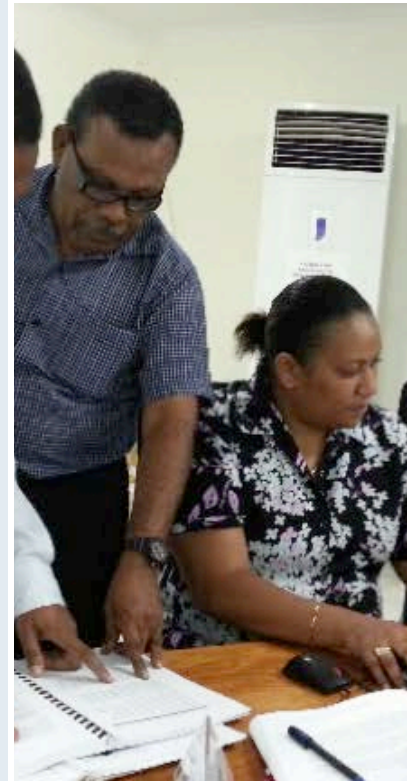
The capacity development plan (CDP) is a response to a capacity needs analysis report which recognizes that the enhancement of education management at all levels was one of the five priority pillars supporting the success of the DoE’s National Plan 2005 to 2014 and the UBE plan. It was identified in the study that leadership and management is a key cross-cutting issue that needs to be addressed at system, organization and individual levels. The study further found that there was an urgent need to improve education management skills, including financial management skills.



## DIRECTOR'S CONCLUDING REMARKS .....

The DEMTP program, like any successful program, took sometime to develop and implement over some rewarding and yet painstaking moments. In listening to anecdotal remarks from the recipients of the program, it is what the country needs at all levels of institutions, and particularly in education. The appreciation of the participants of the program speaks volume.

It is a pleasure and joy to work with all staff engaged in the program. It goes without say that university has the human capacity to assist the nation in up-skilling leaders and managers at all levels. I am indebted to all the staff in the program at their level of professionalism and commitment and who work from the premise that this is their country and they want to do something to pursue change for the betterment of the nation and the children to come.



Participants of cohort 1 work in groups to prepare a presentation as part of an activity combining skills learnt in their computer, ICT and written communication and management units.



The project team engaged in the DEMTP project

*Catherine Nongkas, PhD*  
*Deputy Director and Scribe*