

BACKGROUND INFORMATION

APT HRD EXPERTS MEETING

18 – 20 June 2012

Bangkok, Thailand

1.0 Background

1.1 APT has successfully been operating its training program for over 30 years but no review of the training program has ever been carried out. Since the environment that we live and work in has changed considerably over the past 30 years, it is timely that a review of the training program is undertaken to review the structure and to ensure that APT is meeting the training requirements of the member countries in an efficient and cost effective manner.

1.2 Areas of concern include:

- Meeting the gaps of the training requirements of member administrations
- Falling number of attendees
- High cost of providing the training
- Misuse of the training fellowships for purposes other than training
- Training courses not considered high value by members

2.0 Proposal

2.1 The proposal is to conduct a meeting with HRD experts from the Asia Pacific region to review the APT training program and make suggestions to improve the efficiency and value of the APT training program. APT also needs to ensure it is meeting the appropriate training needs of the APT Member countries.

3.0 Scope

3.1 It is proposed that the meeting review the following areas:

- 1) Review the overall structure of the APT Training program
- 2) The training needs of the APT Member countries
- 3) Review the value of the training programs
- 4) Investigate the possibility of On-line training

4.0 Overall structure of the APT Training program

4.1 Currently the APT only provides short term face-to-face courses for its members. This entails international travel with the inherent various issues of the need to obtain visa's and time to travel for a short duration course of typically 3-4 days. Fellowships are provided to participants, which with the travel costs make the training very expensive.

The current structure to provide fellowships and the time involved makes the training very labour intensive and costly. The structure needs to be reviewed with the objective to make the structure more efficient.

5.0 Training needs of the APT Member countries

5.1 The training needs of an administration would normally include:

- Basic training (usually several years)
- Professional degree level training (usually several years)
- Specialised technical equipment training
- Short term training courses to meet a specific requirement such as a regulation issue or spectrum management training

Clearly APT cannot provide all of a countries needs for training and to date, APT has been concentrating on short term courses

6.0 Value of the training programs

6.1 There is no question about the general quality of the instruction at the training institutes used by APT for its training program and the evaluation by students at the end of the training course are always good. However value covers a much wider field:

- Are the courses considered to be high value by the Members
- Are the training courses relevant to the needs of the country and the students job
- Are the training courses worth it given the time and the cost.

Given the low number of applicants for the majority of training courses, there need to be a review to consider the value of the APT training courses and how this can be improved.

7.0 Online Training

7.1 At present APT does not offer any online training courses. A lot of hype surrounds online training, but is it really effective and what type of online training should be pursued. There are many type of online training available ranging from a simple online text course to fully integrated interactive online training courses with a tutor. Therefore there are a number of questions on how APT should implement online training that need to be explored.

8.0 Output

8.1 It is expected that during the round table discussions, suggestion will be made to improve the structure and value of the APT Training program. It is also hope that practical suggestions to implement Online training will be made.