

Third Party Evaluator's Opinion on Professional Human Resource Development Project (II)

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Criteria-1 Relevance

The Government of Indonesia has placed bureaucratic reform and enhancing the ability of civil servants as high priorities in its Medium Term Development Plan (RPJMN) of 2004-2009. Decentralization since 2001 has accelerated the need for human resources with high level of expertise at the provincial and district level. The needs at the local level are immense as there are 33 provinces and 465 districts in 2007. Total number of central and local civil servants in Indonesia is about 3 million, of which 2 million are teachers. Many excellent national and regional universities are able to offer graduate education with high quality, although their capacities to accommodate students are limited. Opportunities for civil servants to undertake their study and training abroad are highly sought to enhance knowledge, technical skills and experience in a more advanced learning environment. The opportunity to study in Japan is a welcome option among other scholarship programs offered by Netherlands, France and Australia. Recently, the program has expanded to include the Linkage Program to undertake Master's degree involving Japanese and Indonesian universities as partners. The Linkage Program has significantly raised the program relevance as it has dual benefits. First, students who have the opportunity to study at two reputable universities in Indonesia and in Japan, acknowledged benefits from their program participation. Second, the Indonesian university has been challenged to fulfill the standard required to join the Linkage Program.

Criteria-2 Sustainability

Sustainability of the project depends on the ability of the executing agency to administer the project implementation from preparatory stage to evaluation. The executing agency has to build its own capacity in project implementation to ensure the project sustainability. In this sense, the capacities at BPPT need to be strengthened because of its reliance on outside consultant. Project monitoring and evaluation is important to maximize the project effectiveness. The Linkage Program is recommended to be extended to the training program as well, to assure long-term sustainability in a cost efficient manner. Some training may be offered in Indonesia, with collaboration with Japanese universities. Japanese professors are invited to give training in Indonesia, rather than sending the participants to Japan. This scheme will further enhance capacities at Indonesian universities, while at the same time increase program ownership at the Indonesian side. As Indonesian side develops its sense of ownership, it will be easier to secure government matching fund for the Professional Human Resources Development project in the future.