



# KNOW-HOW 3000

## Experience AT A GLANCE

## Flexible Learning for regional development of human resources

### What is it about?

The Flexible Learning Experience (FLE) considers the importance of developing capacities in human resource management in the education and health sector, and church/ government services.

### Why an intervention?

Management capacities and leadership skills in the health and education sector in Papua New Guinea (PNG) are limited. - Typically head-teachers and sisters-in-charge are promoted to managers after years of service, but lack professional preparation for that role. There was a felt need to increase the management capacities in the two sectors. In most provinces no training institutions for that purpose exist.

The target group is in employment and cannot leave their duties for long.

### What does it change?

FLE is used in Bougainville as an instrument to enhance management capacities of schools and health institutions. In that way it contributes to improve the students' skills after primary school and to optimize health care. This leads to greater confidence in the public health system.

### How does it work?

#### Preparation

- Basis: DWU-Standard course at diploma level
- Support and/or good-will of relevant government agencies secured.
- Selection of participants by agency
- Lecturers and courses are brought to a central location in the region or province
- Access to electricity, computers, course venues is secured

#### Implementation

- Provision of courses (4 semesters/2 weeks)
- Job-based assignments / homework based on challenges of the student's work life
- Mentoring and tutoring
- Optional: Additional/customized course unit(s) (e.g. on traditional medicine)

### Who are the beneficiaries?

- Teachers and head-teachers; nurses and sisters-in-charge of mostly rural health centers; traditional healers; priests and church workers; staff of Regional government/church administration/social ministries/Catholic Education Agency
- Flexible Learning students in general: public servants; accountants; HR staff; health and education staff.

### Who could use that approach?

- (Tertiary) institutions and universities wishing to offer courses in distance learning mode
- Agencies at provincial or diocesan level and larger institutions, which need to upgrade the qualification of their personnel in a specific field

### Who is already using it?

- DWU (Divine Word University), together with Catholic Education Agency Bougainville;
- University of Goroka is also offering flexible learning courses. (e.g. school management, teacher qualification for non-teachers);

**HORIZONT** 3000

AUSTRIAN ORGANISATION FOR DEVELOPMENT COOPERATION

**Sector:** Education  
**Period:** Since 2007  
**Organisation:** DWU Divine World University  
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