

RAP3 Continuing Professional Development Programme

Presentation for CPD Workshop

Siobhan Kennedy

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INTRODUCTION TO RAP

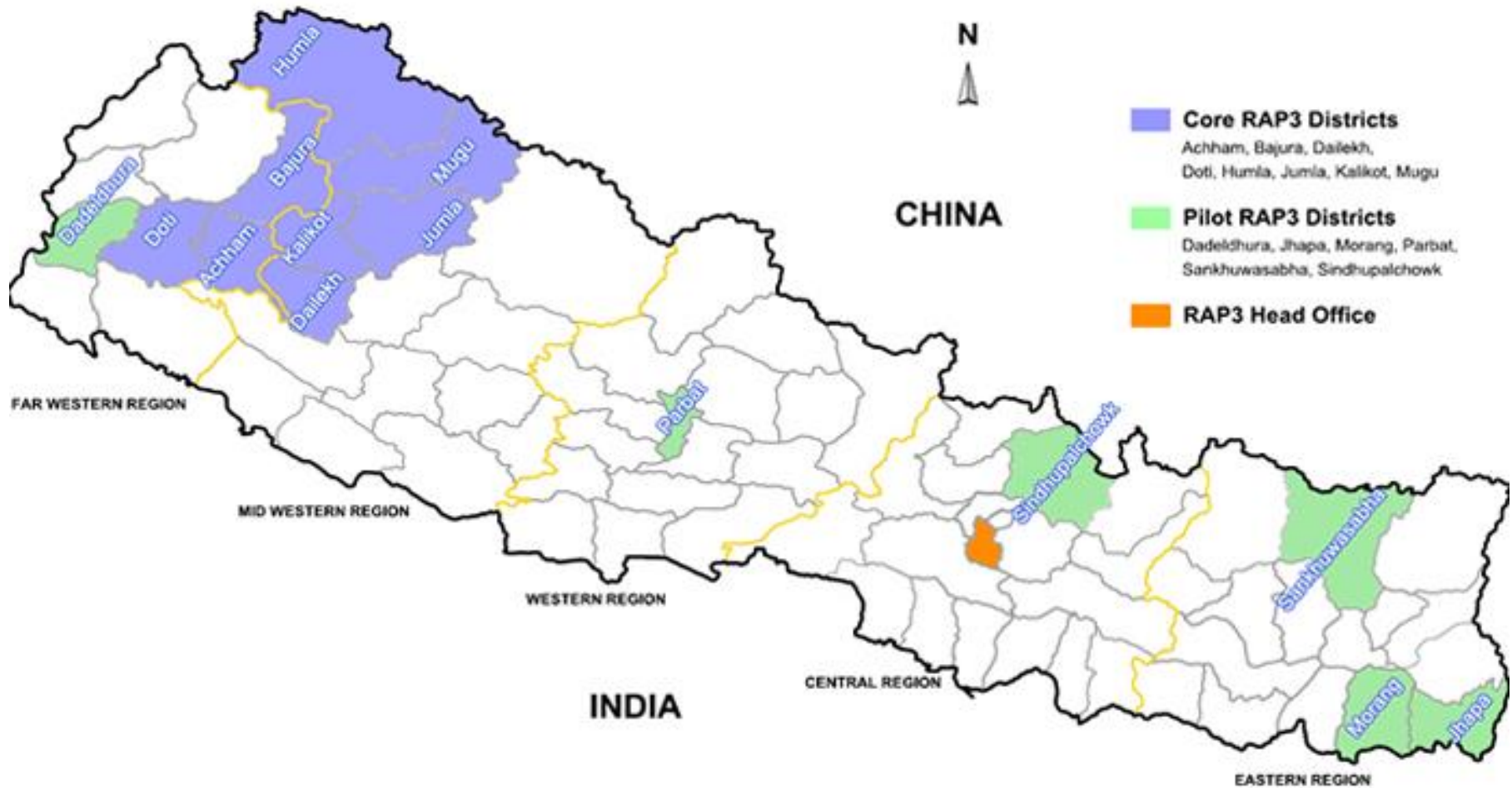


Rural Access Programme
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RAP Overview

- ❖ Rural Access Programme, funded by DFID and running since 1999
- ❖ Currently in phase 3 – RAP3
- ❖ Improving access in 14 Districts
- ❖ Three major components:
 - LRN Asset Management
 - Social and Economic Development
 - Institutional Capacity Building and Policy Harmonisation

RAP3 Districts



RAP3 CPD PROGRAMME



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Why the RAP3 CPD Programme?

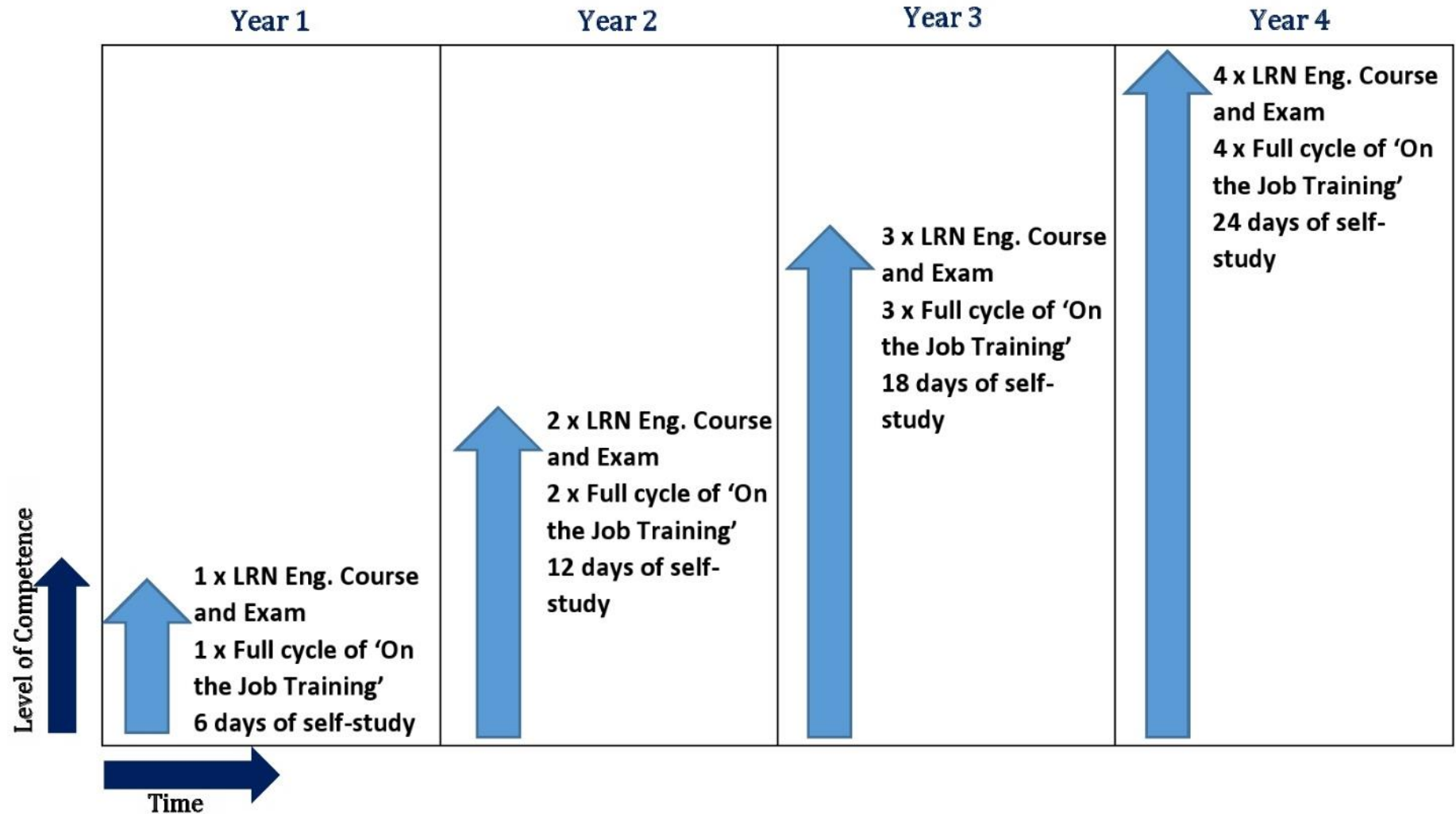
- ❖ Greater focus on development of Private Sector following NRSAS
- ❖ Private sector performance on RAP3 was lower than expected
- ❖ Identified need for competency based, structured training
- ❖ Developed pilot CPD programme
- ❖ Moved focus from private sector development to engineering sector development

RAP3 CPD Programme

❖ Three components:

- ❑ Annual LRN Engineering Course and Exam
- ❑ On the Job Training
- ❑ Self-Study

RAP3 CPD Programme Contd.



Recording CPD Activities

- ❖ Participants must fill in their CPD Log Book – as per samples
- ❖ Practical experience must be supported by ‘Day Book’
 - E.g. meetings (who with, what about, etc.), site visits (where, what was observed, activities carried out, etc.)

Annual LRN Eng. Course – CPD

Log Book

Score (%)	Distinction/ Pass	Year	Date	Signed
75	Distinction	2014	18/9	By Eng. Team Leader
88	Distinction	2015	16/8	By Eng. Team Leader

On the Job Training – CPD Log Book

Details of CPD Activity	Duration	Date	Signed
<p>Module: 3E Detailed Bid Evaluation</p> <p>Exam: 72%</p> <p>Practical: Evaluated Contractor Bids as part of Evaluation Committee (2)</p>	Part of 1 Day Procurement Training	18/01/15	By DTL / EO
<p>Module: 4G RMG Refresher</p> <p>Exam: 83%</p> <p>Practical: Conducted monthly inspections and prepared monthly work plans (2) (See attached sheets from Day Book)</p>	Part of 1 Day Implementation Training	05/02/15	By DTL / EO

Self-Study – CPD Log Book

Mechanism for Study	Topic(s) Covered	Duration	Date	Signed
E-learning course, provided by ICE	Report Writing	2 Days	12/01/15 to 25/01/15	By DTL / EO
Textbook, Design of Bridge Structures, M. A. Jayaram	Bridge Design	2 Days	02/02/15 to 05/04/15	By DTL / EO

RAP3 CPD Credits and Certification

- ❖ CPD credits awarded according to training completed and practical experience gained
- ❖ CPD certification awarded based on number of credits achieved
 - ❑ Level 1 Manager 100 Credits +
 - ❑ Level 2 Implementer 75 Credits +
 - ❑ Level 3 Observer 50 Credits +
 - ❑ Level 4 Intern 25 Credits +

CPD Credits for Trainers

- ❖ ‘On the Job Training’ component managed and delivered at District Level
- ❖ District Team Leaders / Engineering Officers delivering the training receive CPD credits as trainers
- ❖ Certification awarded as follows:
 - ❑ First Class Trainer 100 Credits +
 - ❑ Second Class Trainer 75 Credits +
 - ❑ Third Class Trainer 50 Credits +
 - ❑ Fourth Class Trainer 25 Credits +

RAP3 INTERNSHIP PROGRAMMES



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CTEVT Technician Interns

- ❖ 2 fresh technical school pass-outs per District provided 12 month internships
- ❖ 1 IoW and 1 STS
- ❖ For the STS, a five month internship is part of the technical course requirements (no such requirements for IoW)
- ❖ CTEVT Internship Programme has slightly different CPD reflecting level of interns
- ❖ Based on 'Achievement Rating' – A, K, E, B
- ❖ Continuous guidance and assessment; day to day, monthly, quarterly, and final review

Engineer Interns

- ❖ Objective is to provide fresh civil engineering graduates with opportunity to gain initial work experience and begin professional development
- ❖ 14 engineer interns hired every 6 months
- ❖ 1 intern placed in each RAP3 District
- ❖ Rotate Districts after 3 months
- ❖ Day to day mentoring from District teams
- ❖ Performance rating by District Team Leaders at mid point and end of internship
- ❖ Final Performance Assessment conducted at end of 6 months

RAP3 GRADUATE PROGRAMME



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Objectives

- ❖ Provide young engineers with opportunity for long term professional development in the rural road sector
- ❖ Build on the experience gained during 6 month internship
- ❖ Generally, graduates have 6 month rotations between various aspects of the RAP programme
- ❖ Mentors provide support for career progression and development

BENEFITS OF CPD



Benefits for RAP3 (Employers)

- ❖ Builds competence of staff in a way that is built into their day to day work
- ❖ Does not just develop one aspect, CPD (even programme specific) builds multiple skills both technical and non-technical
- ❖ Value for money:
 - RAP3 CPD Programme costs ~750 NPRs / training day vs. cost of ~7500 NPRs (or more) / training day for formal training courses
 - Managed at district level so less travel time and travel costs

Benefits for Employees

- ❖ Provided with structured professional development opportunities as part of day to day work
- ❖ Provides opportunity to plan career development
- ❖ Supports career progression as professional development is documented and recognised through certification

CPD FIELD VISIT



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Overview of Field Visit

- ❖ Field visit took place in Parbat District on the 10th and 11th March
- ❖ Attended by NEA General Secretary, NEC Chairman, ICE representative in Nepal, and DFID Infrastructure Advisor
- ❖ Met with LDO, DTO Chief, RAP3 District Team Leader, and all participants in the CPD programme in the District

Field Visit Findings

- ❖ RAP3 CPD Programme is viewed very positively by all in the District, and especially by the participants
- ❖ Several people, including LDO and DTO Chief, highlighted the need to include more 'non-technical' subjects in CPD
- ❖ Interns very positive about internship programme – but would prefer longer duration

For more information....

❖ Please visit the RAP3 website

<http://www.rapnepal.com/>

❖ CPD Log Book, CPD Briefing Note, and LRN Engineering Course Materials can be found on the website

QUESTIONS?



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