An Introduction to In-service Training in China’s Forest Sector and Some Thinking on Its International Cooperation

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State Academy of Forestry Administration
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Overview

- Makeup of Human Resources and System of In-service Training in China’s Forest Sector
- State Academy of Forestry Administration (STAFA)
- Cooperation Possibilities Between China and CEECs in In-service Training
Part I

Makeup of Human Resources and System of In-service Training in China’s Forest Sector
Makeup of Human Resources

Staff in China’s Forestry Sector

- Civil Servants: 99,900
- Public Institution Staff: 486,000
- Company Staff: 573,000

China’s Forestry Yearbook 2016
Trainees and Training Contents

Theories, policies, laws and regulations, administrative skills

Civil Servants

Latest knowledge, theories, and technologies

Technical Personnel

Knowledge of industry development and policies

Administrative Staff of Forest Enterprises

Operation and practical skills

Forestry Workers

Promotion of practical technology

Forestry Farmers

Forestry Farmers

Forestry Workers

Technical Personnel

Civil Servants
Civil Servant Law of the People's Republic of China

Regulations on Educating and Training Administrators

Guideline on Educating and Training Administrators 2010-2020
MS-SFA as an Example

Dept of HR

SFA

Other Depts

Making policies and plans

Guiding provincial level training work and implementing training programs for local forestry agencies

Training quality control

Ensuring participation in trainings
T&T System

- National Training Institutions
- Provincial Training Institutions
- Colleges and Research Institutes

- Organize trainings
- Provide feedback
- Track the progress of trainees

China and CEEC FORESTRY
Part II

State Academy of Forestry Administration (STAFA)
We are

National Training Institution under SFA

National Level Continued Education Base for Technicians

Organizer of Human Resources Development Cooperation Programs in the Framework of China Aid
Functions

Forestry Cadres Education and Training

Forestry Management Scientific Research

Forestry Decision-making Consultation

International Cooperation and Exchanges in Forestry Training
Training Structure

Five-in-One Training Structure

- Cadre Training
- Party School Training
- Intl Training
- Remote Training
- Technical Training
Training Development in Recent Years

June 30, 2017

735 programs
64800 person times

2012
Training Programs Implementation

- Identify the Needs
  - Identify needs
  - Develop programs
  - Select lecturers
<table>
<thead>
<tr>
<th>Theories and trends of forestry development</th>
<th>Forestry policies and laws and regulations</th>
<th>Forestry technology</th>
<th>Forestry information technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 modules</td>
<td>400 courses</td>
<td></td>
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<tr>
<td>Public management</td>
<td>Enterprise management</td>
<td>Humanities</td>
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Training Programs Implementation: Multiple Training Methods

- Discussions
- Lectures
- Case studies
- Simulation
- ⋮
Adopt ISO9000 Training Quality Management System

- Started in 2012
- Ratified in 2014
- Satisfaction rate over 90%
STAFA’s China Aid Program

- 2007 started
- 929 person times
- 69 countries
- Multiple hot forestry topics

As of Oct. 2017
Increasing of number of training programs

Increasing of number of trainees
<table>
<thead>
<tr>
<th>Time</th>
<th>Training Programs</th>
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<tbody>
<tr>
<td>April 7–27</td>
<td>Seminar on <strong>Forest Project Development along the Belt and Road Initiative</strong> for Developing Countries 2017</td>
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<tr>
<td>April 25–May 15</td>
<td>Seminar on <strong>Forest Law Enforcement and Governance</strong> for Officials from Developing Countries 2017</td>
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<tr>
<td>May 9–29</td>
<td>Seminar on <strong>CITES Implementation and Wildlife Conservation</strong> for Developing Countries 2017</td>
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<td>June 1–21</td>
<td>Seminar on <strong>Knowledge Sharing and Information Dissemination of Forest Tenure Reform for Officials from Belt and Road Initiative</strong> for Developing Countries 2017</td>
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<td>June 22–28</td>
<td>Seminar on <strong>Forest Fire Prevention</strong> for Senior Officials from Neighboring Countries 2017</td>
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<td>July 4–24</td>
<td>Seminar on the <strong>Implementation of Non-legally Binding Instrument on all Types of Forests (NLBI) and Sustainable Forest Management</strong> 2017</td>
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<tr>
<td>July 18–August 7</td>
<td>Seminar on <strong>Bio-diversity Protection and Nature Reserve Management</strong> for Developing Countries 2017</td>
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<tr>
<td>August 29–September 19</td>
<td>Seminar on <strong>Import and Export Management and Protection of Endangered Species</strong> for Officials from Developing Countries 2017</td>
</tr>
<tr>
<td>September 7–27</td>
<td>Seminar on <strong>Tropical Forests Sustainable Management</strong> for Developing Countries 2017</td>
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</table>
Seminar on Forest Project Development along the Belt and Road Initiative Developing Countries 2017

Seminar on Forest Law Enforcement and Governance for Officials from Developing Countries 2017
Seminar on CITES Implementation and Wildlife Conservation for Developing Countries 2017

Seminar on Knowledge Sharing and Information Dissemination of Forest Tenure Reform for Officials from Belt and Road Initiative Asian Countries 2017
Seminar on Forest Fire Prevention for Senior Officials from Neighboring Countries 2017

Seminar on the Implementation of Non-legally Binding Instrument on all Types of Forests (NLBI) and Sustainable Forest Management 2017
Seminar on Bio-diversity Protection and Nature Reserve Management for Developing Countries 2017

Seminar on Import and Export Management and Protection of Endangered Species for Officials from Developing Countries 2017
STAFA’s International Exchanges and Cooperation
Set up a qualified training team

FIRST

SECOND

Training of Trainers Workshop
Beijing China

Workshop on Forestry Products
Marketization and Livelihood Forestry
Workshop on Dispute Settlement and Forestry Farmers Rights Protection in Forest land contract
Beijing China

Community Forestry Champions Network 2016
Guizhou China
MoU signed between STAFA and DWC of Sri Lanka
Nov 2016  Colombo

Increasing of trainee numbers after MoU signed
Cooperation Possibilities Between China and CEECs in In-service Training
Cooperation Possibilities

- Regularly organize 16+1 International Seminars
- Conduct All-round and Multi-field International Training Programs
- Strengthen Personnel Mutual Visits
- Conduct Researches on Forestry In-service Training System
Regularly organize 16+1 International Seminars

1. Analysis of forestry hot topics and training needs in different countries
2. Design of forestry training programs and development of course modules
3. Quality control and effect evaluation system of forestry trainings
4. Establishing and sharing of forestry training resources
5. Conduct Researches on Forestry In-service Training System
Conduct All-round and Multi-field International Training Programs

- Sustainable Forest Management
- Forest Law Enforcement and Governance
- Develop Tailored Training Programs
- Follow international hot topics
- Forestry Capacity
- Forestry Products Trade
**Program:** China-CEECs Seminar on International Cooperation Capacity Building

**Objectives:**
Understand China’s forestry reform and ecological development, promote smooth operation of China-CEECs Forestry Cooperative Mechanism, provide talents for forestry cooperation.

**Contents:**
China’s Belt and Road Initiative, key areas for forestry cooperation in the Initiative, interpretations of Action Plan for China-CEECs Forestry Cooperative and Coordinative Mechanism, China’s SFM, China’s forest reform and ecological development, China’s wildlife conservation, China’s forestry international cooperation, China’s management of protected areas, etc.
Strengthen Personnel Mutual Visits

- Mutual Visits of Trainers
- Mutual Visits of Training Managers
- Exchanges and visits of forestry authorities
- Experience sharing in SFM
Conduct Researches on Forestry In-service Training System

Collect, sort out, analyze the setup of forestry training Institutes in key countries
The supporting policies for Training, etc..

Provide Necessary theoretical support for countries to establish and improve forestry training system
Thank you

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