# Blended Learning Method to Accelerate Human Resource Capacity Development Program for Spatial Planning In Indonesia:Challenge And Opportunity

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## SUMMARY

The Strategic Plan of the Ministry of Agrarian Affairs and Spatial Planning/National Land Agency (ATR/BPN) has set a target of 2,000 Detailed Spatial Plans (RDTR). However, until July 2021, only 116 RDTRs have been established. ATR/BPN requires approximately 8,000 Human Resources, who are able to understand and/or develop the RDTR. One of the strategies to accelerate the preparation of RDTR is to establish competency standards for RDTR compilers through certification of expertise for human resources in the field of spatial planning. This Covid-19 pandemic does not limit ATR/BPN to continue to increase the capacity of human resources in the field of spatial planning, both internally and externally, so that they are able to prepare RDTR in accordance with applicable regulations. ATR/BPN organizes basic and intermediate RDTR preparation training using blended learning methods, a combination of e-learning and face-to-face/distance learning. Intermediate RDTR trainees must have passed basic RDTR training. The implementation of blended learning is supported by modules and learning media, integrated into the Learning Management System (LMS), bridging and studio assignments using the Spatial Plan Builder application, and competency tests using the Computer Based Test (CBT). The blended learning method allows flexible but still scheduled, synchronous training time, measurable competency tests and saves budget. The implementation of blended learning has challenges, namely the lack of participant motivation, high routine workloads and an unstable internet network. This paper argues that the training for the preparation of the Basic and Intermediate RDTR using the blended learning method will improve the competence of human resource for spatial planning in supporting the acceleration of RDTR preparation and maintaining the quality of RDTR in Indonesia.

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