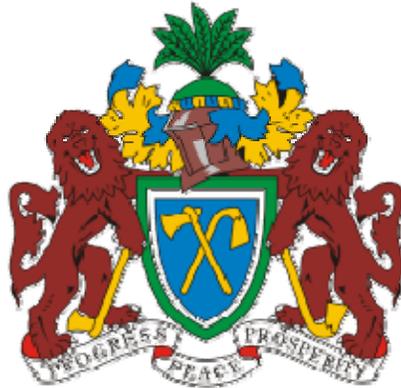


# GOVERNMENT OF THE GAMBIA



Department of State for Communication, Information  
and Information Technology (DOSCIIT)

## THE GAMBIAN ICT4D-2012 PLAN

for

Developing The Gambian Information Economy and Society  
and Accelerating the Process of Transforming The Gambia  
into the Silicon Valley of Africa

Prepared by  
The United Nations Economic Commission for Africa (UNECA)

AUGUST 2008



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## ACRONYMS

<b>AISI</b>	Africa Information Society Initiative and Technology
<b>CBG</b>	Central Bank of The Gambia
<b>CC4TP</b>	Computer Competency for Teachers Project
<b>CEIKs</b>	Community Electronic Information Kiosks
<b>CLTTP</b>	Computer Literate Teachers Training Project
<b>CREDIT</b>	Curriculum, Research, Evaluation, Development and In – Service
<b>CSD</b>	Central Statistics Department
<b>CSOs</b>	Civil Society Organizations
<b>DOSA</b>	Department of State for Agriculture
<b>DOSBE</b>	Department of State for Basic and Secondary Education
<b>DOSCIIT</b>	Department of State for Information Communications and IT
<b>DOSD</b>	Department of State for Defense
<b>DOSFE</b>	Department of State for Forestry and the Environment
<b>DOSFEA</b>	Department of State for Finance & Economic Affairs
<b>DOSFR</b>	Department of State for Foreign Affairs
<b>DOSFWR</b>	Department of State for Fisheries and Water Resources
<b>DOSHER&amp;ST</b>	Department of State Higher Education, Research, Science
<b>DOSHSW</b>	Department of State for Health & Social Welfare
<b>DOSI</b>	Department of State for the Interior
<b>DOSJ</b>	Department of State for Justice
<b>DOSLGLRA</b>	Department of State for Local Government, Lands and
<b>DOSPEMR</b>	Department of State for Petroleum, Energy & Mineral
<b>DOSTC</b>	Department of State for Tourism and Culture
<b>DOSTIE</b>	Department of State for Trade, Industry and Employment
<b>DOSYS</b>	Department of State for Youth and Sports
<b>GBOS</b>	Gambia Bureau of Statistics
<b>GC4A</b>	Gambian Computer-for-All
<b>GoTG</b>	Government of The Gambia
<b>GTMI</b>	Gambia Telecommunications and Multimedia Institute
<b>GTTI</b>	Gambia Technical Training Institute
<b>HRD</b>	Human Resource Development
<b>ICANN</b>	International Corporation for Assigned Numbers and Names
<b>ICT</b>	Information and Communications Technologies
<b>ICT4D</b>	ICT for Development
<b>IFMS</b>	Integrated Financial Management System Infrastructure
<b>ISPs</b>	Internet Service Providers
<b>ITAG</b>	Information Technology Association of The Gambia
<b>ITU</b>	International Telecommunications Union
<b>LDPCs</b>	Local Data Processing Centers
<b>LGA</b>	Local Government Authority
<b>LGAs</b>	Local Government Authorities

<b>MDGs</b>	Millennium Development Goals
<b>NASDIS</b>	National School Database & Information Management System
<b>NGOs</b>	Non-Governmental Organizations
<b>NHRDA</b>	National Human Resource Development Agency
<b>NICI</b>	National Information and Communication Infrastructure
<b>NPC</b>	National Planning Commission
<b>NREN</b>	National Research and Academic Network
<b>NTA</b>	National Training Authority
<b>NWEC</b>	National Water and Electricity Company
<b>PIR</b>	Project Implementation Report
<b>PMO</b>	Personnel Management Office
<b>PoC</b>	'Phenomena of Convergence'
<b>PRSP</b>	Poverty Reduction Strategy Paper
<b>PSC</b>	Public Service Commission National Planning Commission
<b>PSO</b>	Public Sector Organization
<b>PURA</b>	Public Utilities Regulatory Authority
<b>R&amp;D</b>	Research and Development
<b>SMAS</b>	School Management and Administrative System
<b>SMEs</b>	Small and Medium Enterprises
<b>SPA-II</b>	Second Strategy for Poverty Alleviation Training
<b>UNECA</b>	United Nations Economic Commission for Africa
<b>WAEC</b>	West Africa Examinations Council
<b>WB</b>	Women's Bureau
<b>WIPO</b>	World Intellectual Property Organization
<b>WSIS</b>	World Summit for the Information Society
<b>WTO</b>	World Trade Organization

## GENERAL BACKGROUND TO THE GAMBIAN ICT4D-2012 ACTION PLAN

Nations worldwide have recognized the developmental opportunities and the challenges of the emerging information age characterized by information and communication technologies (ICTs). These technologies are driving national development efforts worldwide and a number of countries in both the developed and developing world are exploring ways of facilitating their development process through the development, deployment and the exploitation of ICTs within their economies and societies.

The emergence of the information age has brought to the fore, the important role that *information, knowledge* and *technology* can play in facilitating socio-economic development. The effective use of information and knowledge is becoming the most critical factor for rapid economic growth and wealth creation, and for improving socio-economic well-being.

There is no doubt that information; knowledge and technology are increasingly becoming the key drivers for socio-economic development world-wide. A nation's capability to accelerate its socio-economic development process and gain global competitiveness and improve the well-being of its people depends very much on the extent to which it can develop, use, exploit and sell, --- *information, knowledge* and *technology* in one form or another.

A number of African countries including The Gambia have acknowledged that: to move their industrially weak and subsistence agriculture-based economies towards an information and knowledge economy there is a need for them to develop and implement comprehensive and integrated ICT-led socio-economic development policies, strategies and plans. With the right sets of policies and action plans it will be possible for The Gambia to facilitate her socio-economic development process through the development, deployment and exploitation of ICTs within her economy and society without first going through an extensive industrialization process.

The Government of The Gambia in response to this recognition developed the nation's ICT4D (or NICI) Policy with technical support from the United Nations Economic Commission for Africa (UNECA) in the framework of the African Information Society Initiative (AISII). The NICI Plan development process was led by Prof. Clement Dzidonu, Senior Research Fellow at the International Institute for Information Technology (INIIT), Accra. Funding of the process was provided by ECA and the Republic of Finland.

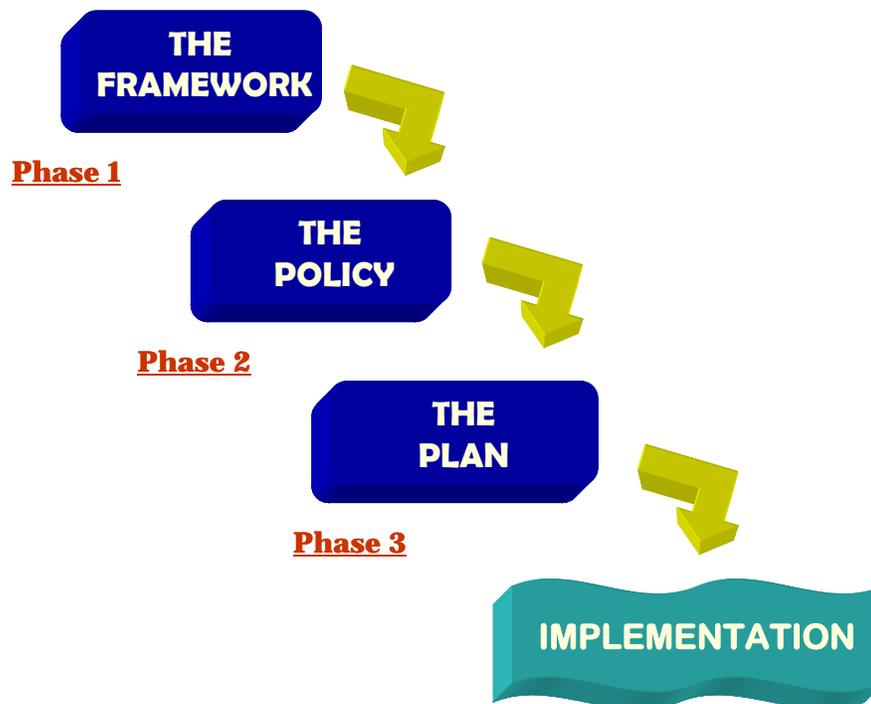
The Government in developing this Policy Statement did recognize that: for these policy provisions and commitments to make an appreciable desirable impact on Gambia's socio-economic development process they will need to be integrated into the overall developmental objectives, priorities and programmes of the country. Such an all-inclusive comprehensive ICT4D policy and strategies must be aimed at the implementation of initiatives that could contribute to addressing the key *developmental challenges* facing The Gambia

The Gambia in acknowledging the crucial developmental potentials of ICTs set its national ICT4D Policy Statement within the general framework of meeting in the short to medium term its PRSP goals and objectives and as well as the MDGs. The longer term vision is to use these technologies and its resources to substantially transform Gambia's under-developed low-income agricultural-based,

technologically and industrially weak economy into a high income information-rich and knowledge-based economy and society in the emerging information and knowledge age.

### **On The Gambia NICI Process**

The Gambia NICI process follows the methodology developed by UNECA under the auspices of the AISI initiative to guide the NICI process in its member countries. The NICI Methodology stipulates that the NICI process in a given countries should be conducted in phases with each phase yielding specified but related deliverables as depicted below:



*Phase 1—The Framework Document:* The *Framework* document among other things provides the basis for the development of the *Policy* document and the *Plan*. The document also identifies the developmental challenges of the country and as well as make the case for the need to develop the information economy and society as a way of addressing these challenges in the emerging information and knowledge age.

*Phase 2 ---- The Policy Document:* The ICT4D Policy document provides details of specific policy commitments of the Government in relation to WHAT need to be done towards the realization of the vision to transform the economy and society through the development, deployment and exploitation of ICTs to support the country's socio-economic development process.

*Phase 3 ---- The Plan:* The Action Plan, provides details of HOW the policy commitments contained in the Policy document are translated into concrete programmes and initiatives for implementation.

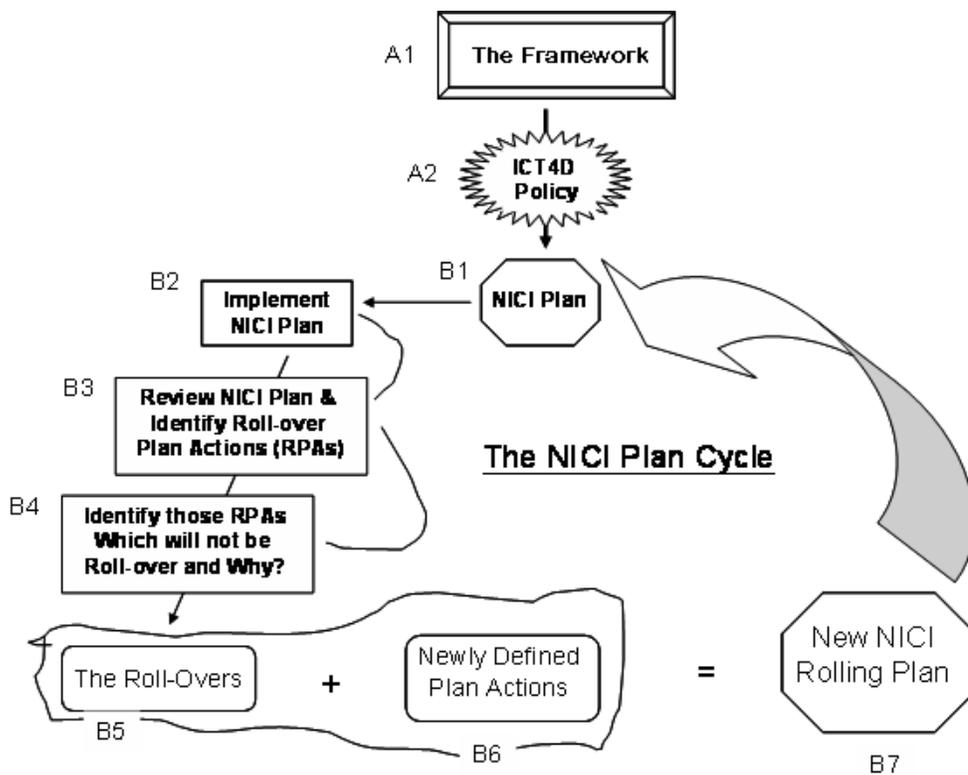
*Phase 4 ---- The Implementation:* This involves the actual implementation of the details of the Action Plan put in place to implement the provisions of the ICT4D Policy.

The NICI Methodology also stipulates that a particular country may decide to develop and implement a number of Action (NICI) Plans within the time-frame of a given ICT4D (NICI) Policy. For example, with the time-frame of the Policy set at say 20 years, one could envisage five 4-yearly rolling action plans.

It is also envisaged within the NICI methodology that a given country may revise its ICT4D Policy within the stipulated policy time-frame to take account of changing national socio-economic development objectives, priorities and emphasis and as well as take into account changes and advances in the technological environment and changes in the global economic scene, trend and environment.

### On The Gambia NICI Cycle

The NICI Cycle, stipulates that based on the assumption that for a given NICI country, a number of NICI Plans will be developed and implemented within a policy time-frame, the country's ICT4D Policy will involve going through a number of corresponding NICI cycles as depicted below.



**A1:** Represents the development of the Framework Document (corresponding to the output of Phase 1 of the NICI methodology)

**A2:** Represents the development of the Policy Document (corresponding to the output of Phase 2 of the NICI methodology)

**B1:** Represents the development of the NICI Plan (of which one will be developed for each of the NICI cycle within the stipulated time-frame of the ICT4D Policy) -- This also corresponds to the output of Phase 3 of the NICI methodology – this phase will be repeated for each NICI cycle

**B2:** Represents the implementation of the Plan -- this incorporates the requisite resource mobilization to implement the initiatives of the Plan (this corresponds to Phase 4 of the methodology and will be repeated for each NICI cycle)

**B3, B4, B5, B6:** Are self-evident, --- involving the monitoring, the evaluation and the review of the implementation of the Plan (as per **B3**).With **B4** and **B5** providing for rolling over work-in-progress and ‘not-implemented’ planned actions into the next NICI plan as the need be, with **B6** representing new additional planned actions for the next NICI Plan.

**B7:** Represent the next (new) NICI Plan for the next NICI cycle.

The entire NICI cycle process is based on the *principle of rolling-over*. Hence the NICI plans are not distinct mutually exclusive self-contained plans but rather rolling plans – with one plan rolling into another

The Gambia NICI process is currently on its first NICI cycle involving the development of its 1<sup>st</sup> NICI Plan – The Gambian *ICT4D-2012 Action Plan*.

### **The Policy Framework of the ICT4D-2012 Plan**

The Gambian ICT4D-2012 Plan is designed to implement the provisions of the country’s NICI Policy which is based on the following *Vision* and *Mission* Statements

- ***The Vision Statement***

To leverage the benefits of ICTs for a people-centered, free market based and export-oriented socio-economic development strategy built on principles of public-private partnership for wealth creation.

- ***The Mission Statement***

To achieve higher growth rates in all spheres of socio-economic activities using ICTs as a platform to exchange data, information, knowledge and a tool to implement applications and provide services in order to ‘leapfrog’ Several stages of development through a participatory approach in building human resources and a conducive environment.

On the whole, the NICI Policy and Plans development process in The Gambia is geared towards recognizing the areas where ICTs can contribute to the attaining the overall objective of the Vision 2020.

## ***The Vision 2020***

The *Vision 2020* for The Gambia envisages that the country will be transformed into a middle-income country by the Year 2020. The long-term growth strategy of the *Vision 2020* is based on four strategic development areas, namely:

- *Accelerating private sector development;*
- *Restructuring economic management;*
- *Developing the human capital base;*
- *Institutionalizing decentralized and democratic participatory government structures processes and systems.*

To achieve these, the Government of The Gambia has put in place a Poverty Reduction Strategy Paper (PRSP) -- the Second Strategy for Poverty Alleviation (SPA-II). SPA II priorities are focused on attaining a high level of economic growth (with a special focus on the critical areas of private sector development, agriculture, natural resources, tourism, trade and industry), and a timely attainment of the Millennium Development Goals (MDGs).

The four critical poverty issues addressed under the SPA-II for The Gambia are :

### *1. Enhancing the Productive Capacity of the Poor.*

- Promoting labour-saving devices for Women.
- Providing Access to Credit.
- Re-organizing Agricultural R&D to encourage labour intensive agriculture
- and development of small ruminants.

### *2. Enhancing Access to and the Performance of Social Services.*

- Expanding access to Basic Social Services in Rural Areas.
- Delivering responsive social programs to the poor.
- Enhancing sustainability and quality of social services.

### *3. Local Level Capacity Building.*

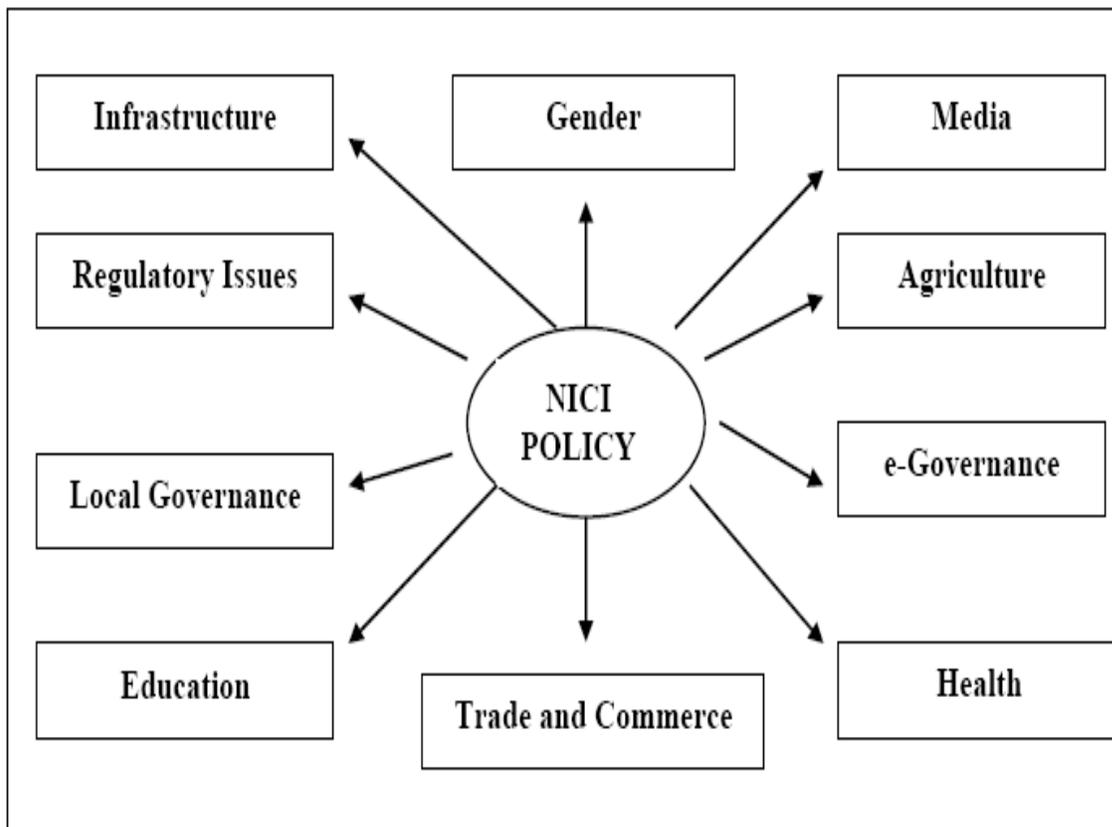
- A Political and Legislative framework for decentralization.
- Empowerment of Local Government Authorities to assume decentralized responsibilities.

### *4. Promoting Participatory Communications Processes.*

- Enhancing Participation beyond Consultation.
- Addressing Gender at National and Local Levels.
- Institutionalizing Dialogue between Government, Civil Society and Donors.

### ***Focus Areas of the NICI Policy***

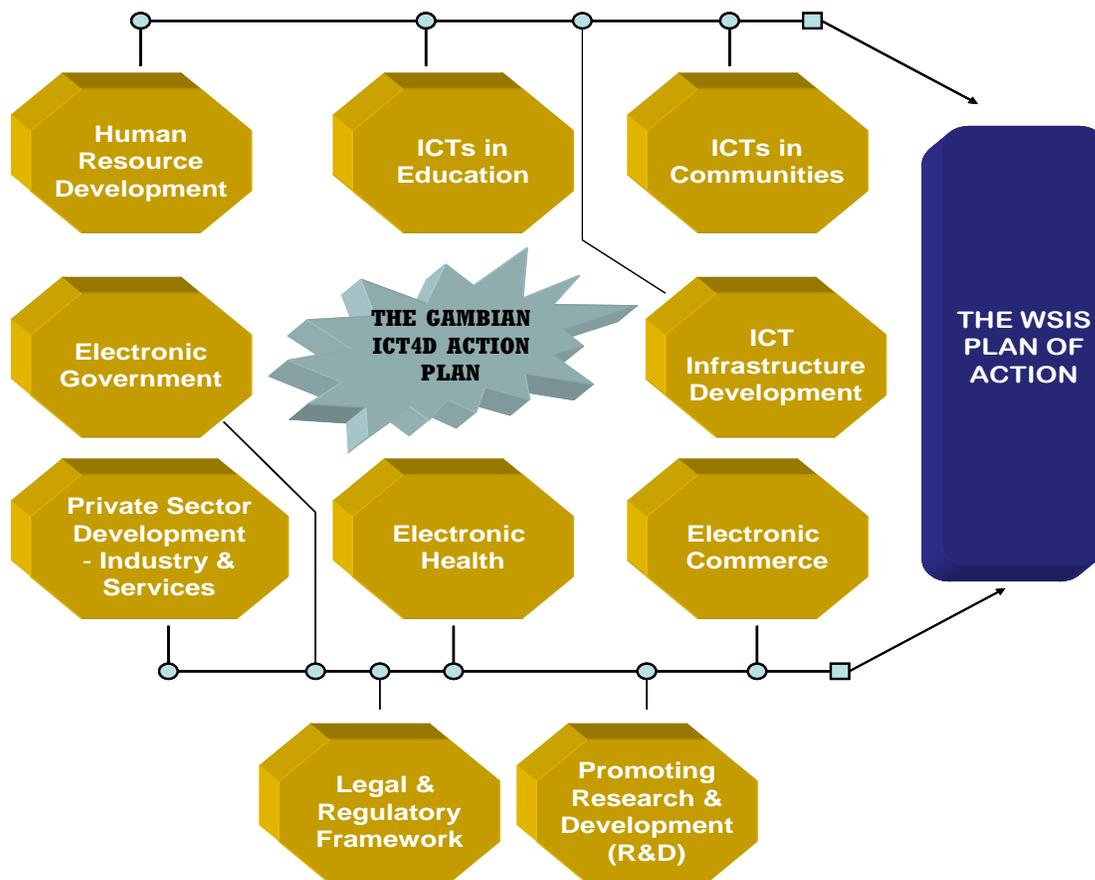
Based on the need to achieve the developmental goals of the Vision 2020, The Gambian NICI Policy Statement is based on 10 *policy focus areas* as illustrated below. The ICT4D-2012 Plan is designed to implement the provisions of specific components of each of these focus areas of the Policy Statement.



### ***The 10 Pillars of The Gambian ICT4D Plan***

For the purpose of the development of the ICT4D-2012 Action Plan to implement the provisions of The Gambian NICI Policy, the 10 *policy focus areas* has been re-organized into 10 pillars of the Plan as illustrated below.

Each of these pillars is designed to also incorporate specific programmes and initiatives for implementing in concrete terms the various actions of the WSIS Plan of Action. The goal is to make The Gambian ICT4D Action Plans ‘WSIS-compliant’.



The Gambian ICT4D Plan developed to implement the provisions of the nation’s ICT4D Policy Statement also took into account the fact that the rapid changes and developments in the communications industry and sector has given rise to convergence between communications, telecommunications, broadcasting and information technologies, services, platforms and systems.

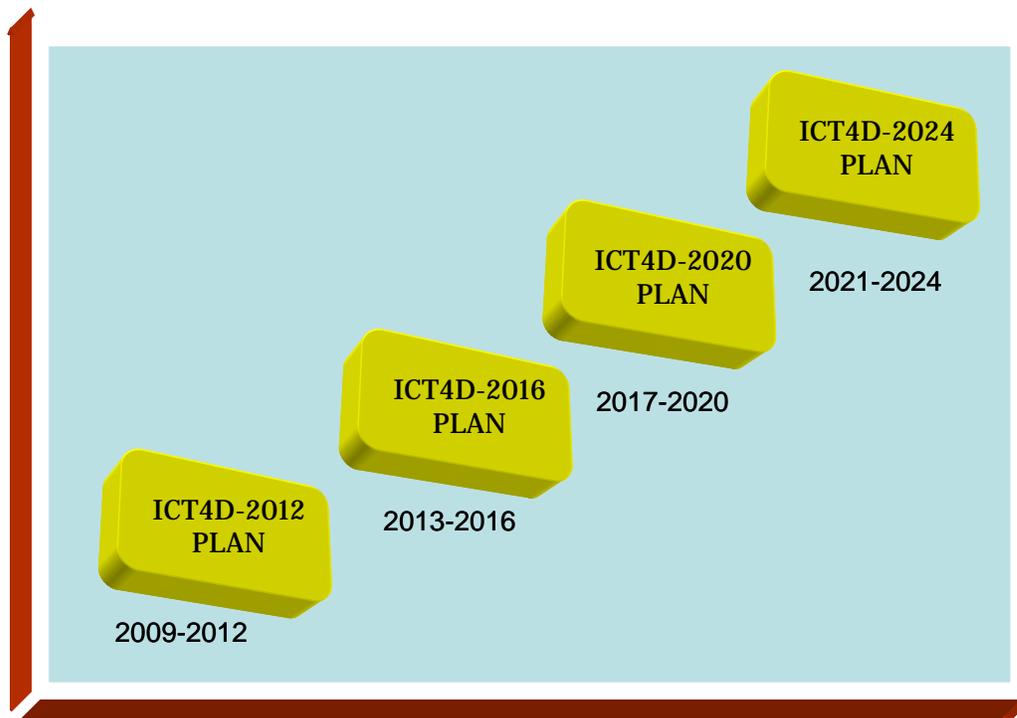
This ‘*phenomena of convergence*’ (PoC) of communications technologies is making it possible for data in the form of text, audio/voice and video to be transported through a variety of networks including broadcasting, computer, telecommunications etc to be accessed from a variety of access platforms and devices.

Gambia like other countries in both the developed and developing world do acknowledged the need to take into account the implications of the *phenomena of convergence* within its national e-strategies and action plan aimed at supporting and facilitating the development, deployment and the exploitation of ICTs within the society and economy to build the nation’s information society and economy.

### ***The Phases of the ICT4D-2012 Plan Development***

The broad objectives of this phase of The Gambian NICI Process is to develop based on the NICI Policy adopted by the Cabinet, The Gambian *ICT4D-2012 Action Plan* through a national consultative process involving all key stakeholder institutions in the public and the private sector.

The *ICT4D-2012 Plan* with an implementation timeframe of 2009 -2012 is the first of a series of 4 four-yearly action plans designed to implement the provisions of The Gambian ICT4D (NICI) Policy.



As pointed out earlier, the central goal of these plans is to put Gambia on an accelerated developmental path that will transform its economy and society in the emerging technological, information and knowledge age into a knowledge-driven high income information society and economy. A by-product aspiration is to in the process transform The Gambia into the Silicon Valley of Africa technologically and as well as in terms of serving as a hub within the sub-region for the development and production of high-income earning knowledge products and as well as the provision of ICT-enabled value-added services.

The development of The Gambian ICT4D-2012 Action Plan is being undertaken in two sub-phases,. The first phase (constituting this report of the Plan) focuses on the development of the sub-plans for: *Human Resource Development, ICTs-in-Education, and ICT-in-Communities*. Also forming part the Phase 1 is the development of specific programmes and initiatives targeted at the implementation of

the WSIS Plan of Action ‘action lines’ relating to these three pillars of The Gambian ICT4D-2012 Plan.

The Phase 2 of the Plan development process focuses on the development of sub-plans for the other remaining pillars of the ICT4D Action Plan. Notable among these are the development of the sub-plans for: e-government, private sector development, e-commerce, developing a value-added export oriented ICT and services sector and industry, ICT infrastructure development among others.

## Summary of the Elements of the Phase-1 Action Plans of The Gambian ICT4D-2012 Action Plan

### **The Human Resource Development (HRD) Action Plan**

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The *Human Resource Development Action Plan* among other things is targeted initiatives, programmes and projects aimed at: (i) assessing the human resource landscape and needs of the country (ii) putting in place special ICT promotion packages and incentives to encourage the private and public sector organization to invest in the development of human resources to meet the needs of the economy (iii) implementing on a national level a number of HRD initiatives to boost up ICT skills and other skill areas in the country (iv) developing the nation’s human resource needs in critical skill areas in all key sectors of the economy (v) developing the requisite pool of knowledgeable ICT workforce in critical skill areas and professions needed to support the development of The Gambia’s information and knowledge economy; (vi) developing the human resource development capacity of the nation’s universities and colleges (vi) mobilizing and deploying the necessary financial and technological resources to facilitate the implementation of HRD programmes and initiatives (viii) developing the necessary standards, best practices and guidelines to guide the process of HRD in key all sectors of the economy and (ix) providing the necessary and institutional support for facilitating HRD on a national basis.

### **The ICTs-in-Education Action Plan**

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The *E-education (ICT-in-Education) Action Plan* among other things is targeted at initiatives, programmes and projects aimed at: (i) implementing a number of national ICT applications relevant to the various levels of The Gambian educational system (ii) mobilizing and deploying the necessary financial and technological resources for implementing the requisite educational programmes and specific ICT programmes and initiatives targeted at improving the educational delivery system (iii) computerization of the operations of the two Departments of State for Education and their respective organs (v) developing the necessary standards, curriculum, best practices and guidelines to guide and support the deployment, and the exploitation of ICTs in the schools, colleges and the universities and (vi) providing the necessary institutional set-up to support ICT exploitation and development within the educational system, the ICT training provision sector and the research institutions.

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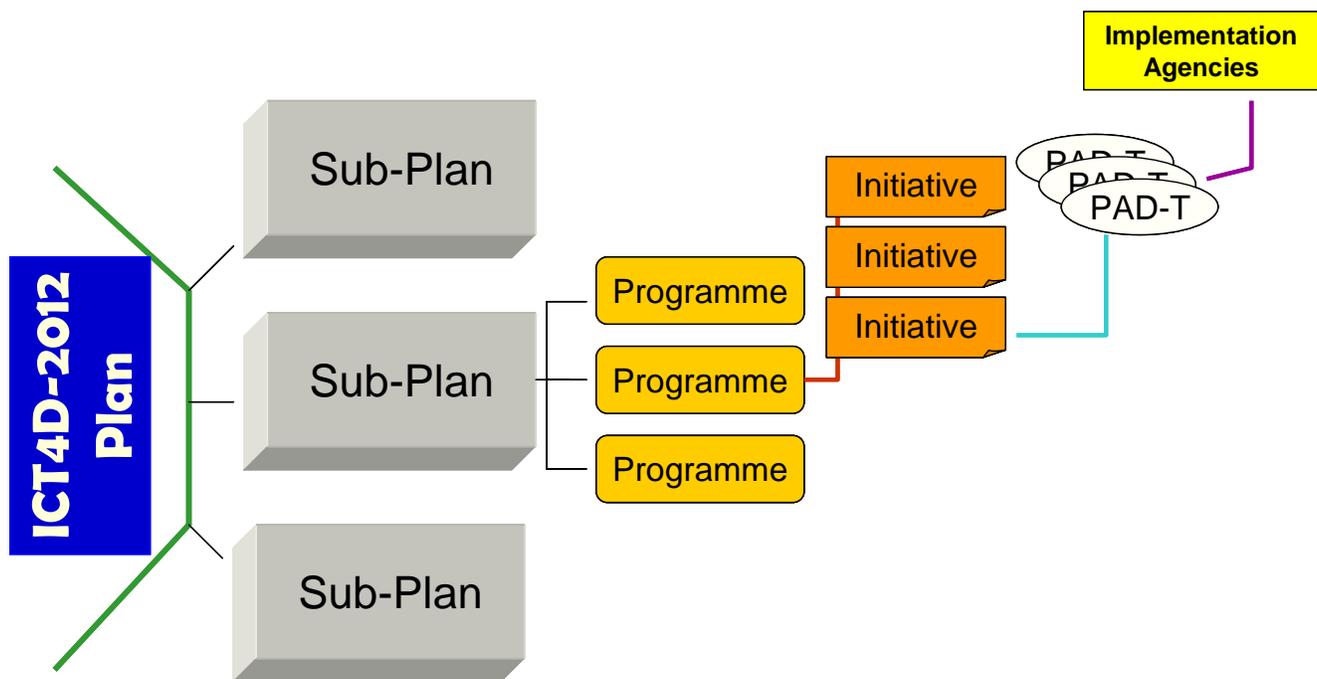
## The ICTs-in-Communities Action Plan

The *ICTs-in-Communities Action Plan* among other things is targeted initiatives, programmes and projects aimed at: (i) promoting equal and universal access to ICT services and resources to all communities including rural and under-served communities (ii) encouraging and speeding-up the diffusion of ICTs within the society and economy (iii) supporting access to e-government, e-health, e-learning, and e-commerce services via community access points and facilities like telecenters and other types of multi-purpose community access facilities and (v) implementing community-based national ICT programmes and initiatives including telemedicine, multi-purpose community telecenters, teleducation and schoolnets initiatives.

### OUTLINE OF THE SUB-PLANS

Each of the sub-plans is documented in terms of a number of specific programmes. The broad objectives of each of these programmes are specified. As shown below, the implementation of each of the programmes is done through a number of initiatives or projects. For each initiative, a number of Plan-Plans have been identified for implementation. Each of these Plan-Actions is associated with specific plan-action deliverables and targets (PAD-T). Associated with each of the PAD-Ts is one or more implementation agencies that will be responsible for implementing and delivering on the targets set for the plan-action

## STRUCTURE OF THE ICT4D-2012 ACTION PLAN



# THE HUMAN RESOURCE DEVELOPMENT (HRD) ACTION PLAN

## **Preamble**

The crucial role that ICTs can play in facilitating and accelerating The Gambia's socio-economic development in the emerging information and acknowledged age has been acknowledged in The Gambian NICI Policy which laid out the Government's policy commitment and provisions for developing the nation's information and knowledge-based economy and society.

As part of this acknowledgement of the developmental role of ICTs, the NICI Policy Statement also recognizes the crucial role that human resources can play in Gambia's developmental efforts in general and more specifically in the area of driving the process of transforming The Gambian low-income economy dominated by agriculture to that of a middle income information and knowledge based economy society

The *Human Resource Development (HRD) Action Plan* therefore constitute a key pillar of the nation's developmental programme and agenda in respect to charting a road-map towards modernizing and developing the key sectors of the economy including: the services, industrial and the agricultural sectors to deliver the much needed economic growth rate and high productivity levels of competitive goods and services that can compete on the global market and propel the nation towards an information rich knowledge-driven middle income economy in the earliest possible time.

## **The Broad Objectives of the Action Plan**

The broad objectives of the HRD Action Plan is to put in place and implement a number of programmes aimed at assessing the human resource needs of the economy and on the basis of this assessment put in place and implement initiatives, and measures to develop and deploy the needed skills and manpower critical for driving and facilitating the developmental goals of the country aimed at developing and transforming Gambia's economy into a middle income information and knowledge based economy and society.

## The Structure of the HRD Action Plan

The Gambian Human Resource Development (HRD) Action Plan is divided into four broad national programmes namely:

- *HRD-1: The National Human Resource Capacity Assessment Programme*
- *HRD-2: The National ICT and Professional Skills Human Resource Capacity Development Programme*
- *HRD-3: Programme to Promote the Development the Human Resource Development Capacity of the Private Sector*
- *HRD-4: Programme for the Promotion of Human Resource Development Standards and Best Practices*

Under each of these broad national umbrella HRD programmes are a number of specific Plan Actions relating to specific initiatives and projects of the main programmes. Each of the Plan-Actions is documented in terms of their specific objectives, deliverables, targets and candidate implementation agencies.

## DETAILS OF THE HRD ACTION PLAN PROGRAMMES & INITIATIVES

<b>HRD-1</b>	The National Human Resource Capacity Assessment & Monitoring Programme
<b>Broad Objectives</b>	To study, assess, analyze and monitor the status of the nation's human resource capacity in terms of the supply and demand of key skills and manpower requirements of the economy with particular reference to the development of The Gambian information and knowledge-based economy
<b>HRD-1.1</b>	<b>The Gambian Human Resource Capacity Assessment Initiative</b>
<b>Plan-Action Specific Goals</b>	<p>To identify and examine the key skill areas needed for developing the nation's information and knowledge-based economy</p> <p>To assess and address the nation's manpower needs and requirements in the critical skills areas</p> <p>To set up a national Human Resource Development Agency to serve as an umbrella body to coordinate human resource development initiatives and activities of the country</p>
	This initiative is aimed at examining and assessing the human

<b>Description of Plan-Action</b>	resource status (supply and demand), training needs and requirements of The Gambian economy with the view to establish areas of shortfall (gap between demand and supply) in key skills and expertise and propose how this shortfall can be addressed including the requisite cost and budget
	<b>Plan Action Deliverable &amp; Targets</b>
<b>HRD-1.1.1</b>	The Office of the President working in collaboration with the Public Service Commission (PSC) and other relevant Government Agencies should set-up by the 4 <sup>th</sup> Quarter of 2009 a <i>National Human Resource Development Agency</i> (NHRDA) to coordinate all Human Resource Development initiatives and activities in the Country
<b>HRD-1.1.2</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (NPC), The Gambia Bureau of Statistics (GBOS) and other relevant Government Departments and Agencies should by the 2 <sup>nd</sup> Quarter of 2009 commission a National Study to assess, estimate and report on the national demand and supply of critical skills required in the public service and other sectors of the economy for the next five years with the aim to ascertain the human resource availability gap in the country as a whole. This Study should complete by the 4 <sup>th</sup> Quarter of 2009
<b>HRD-1.1.3</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (NPC) and other relevant Government Departments and Agencies should by the 4 <sup>th</sup> Quarter of 2009 implement an initiative to assess the training needs and requirements to meet the identified shortfalls focusing on professional and technical skills including ICT skills and expertise require for supporting the implementation of The Gambian NICI Policy and as well as for supporting other activities and the operations of the public and private sector organizations.
<b>HRD-1.1.4</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (NPC) and other relevant Government Departments and Agencies should by the 4 <sup>th</sup> Quarter of 2009 implement an initiative targeted at identifying various locally and internationally available training, educational and professional based programs that can be delivered through various means and modes (face-to-face/online, in-house/out-house, traditional/CBT etc) and within various time-frames (short-term; medium term, long-term etc) targeted at existing civil and public servants and newly recruited civil and public servants to meet the identified shortfalls in key skills and human resources in The Gambia Public Service
	Office of the President

<b>Candidate Implementation Agencies</b>	Public Service Commission (PSC) Personnel Management Office (PMO) National Planning Commission (NPC) The Gambia Bureau of Statistics (GBOS)
<b>Implementation Coordination Agency</b>	The PSC will coordinate the implementation of this initiative in collaboration with the NPC and the PMO
<b>HRD-1.2</b>	<b>The Gambia Human Resource Capacity Monitoring Project</b>
<b>Plan-Action Specific Goals</b>	To facilitate the process of human resource development to support the activities of the key sectors of the economy  To carryout periodic assessment of the nation's HRD status to establish on a periodic basis the national human resource inventory (supply) and shortfall (demand) in key skill and professional areas.
<b>Description of Plan Action</b>	This initiative is aimed at carrying out a periodic monitoring of the country's human resource landscape and status. This will be undertaken every two years to establish the supply and demand level of key skills and personnel to serve as a basis for national human resource requirement planning in terms of the categories of skill manpower to target and in what numbers to meet the requirements and needs of each sector of the economy including the public service.  The implementation of this initiative is therefore essential for national human resource requirement projection and planning. The actual implementation of the initiative will be carried out by a designated agency and will involve carrying out a study to monitor and establish levels of manpower availability in critical skills areas and suggest ways to meet the shortfall given national requirements and needs
<b>Plan Action Deliverable &amp; Targets</b>	
<b>HRD-1.2.1</b>	The Public Service Commission working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (PMC) and other relevant Government Departments and Agencies should by the 3 <sup>rd</sup> Quarter of 2009 initiate process to identify the implementation agency or agencies, the tools, methods and mechanisms for conducting the national human capacity monitoring project and study and to establish how resources will be mobilized and deployed to implement the initiative
<b>HRD-1.2.2</b>	The Public Service Commission working in collaboration with the Personnel Management Office and other relevant Government Departments and Agencies should by the 3 <sup>rd</sup> Quarter of 2009

	commission the implementation of the National Human Resource Monitoring project on a pilot basis covering selected number of skills, sectors and areas. The actual implementation of the project should complete by the 3 <sup>rd</sup> Quarter of 2010
<b>HRD-1.2.3</b>	The Public Service Commission working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (PMC) and other relevant Government Departments and Agencies should coordinate the implementation of the project on a national basis every two years during the remaining time-frame of the ICT4D-2012 Plan and as all well during the time-frames of the subsequent ICT4D Plans.
<b>HRD-1.2.4</b>	The Public Service Commission working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (PMC) and other relevant Government Departments and Agencies should coordinate the implementation of an initiative to produce and feed into the national planning process outputs of each of the two yearly human resource monitoring study
<b>Candidate Implementation Agencies</b>	Public Service Commission (PSC) Personnel Management Office (PMO) National Planning Commission (NPC) The Gambia Bureau of Statistics (GBOS)
<b>Implementation Coordination Agency</b>	The PSC will coordinate the implementation of this initiative in collaboration with the NPC and the PMO
<b>HRD-1.3</b>	<b>The National Human Resource and Skills Tracer Analysis Initiative</b>
<b>Plan-Action Specific Goals</b>	To conduct on a periodic basis a tracer analysis of graduates of the nation's universities, colleges and other higher institutions of learning and professional training institutions in relation to their job placement or destination within one to two years of graduation
<b>Description of Plan-Action</b>	This initiative is designed to facilitate the process of developing the right types of skills and manpower needed for driving the development of Gambia's economy. The tracer analysis study will provide evidence in respect to the extent to which the products of the nation's universities, colleges and other higher level training institutions are gainfully employed in jobs and professions they are trained-for. The outcome of the study will provide an indication on an on-going basis in respect to how the training and the human resource needs of industry and commerce and other sectors of the economy are being met.
	<b>Plan Action Deliverable &amp; Targets</b>
<b>HRD-1.3.1</b>	The Public Service Commission (PSC) working in collaboration with

	the Personnel Management Office (PMO), the National Planning Commission (NPC), The Gambia Bureau of Statistics (GBOS) and other relevant Government Departments and Agencies should by the 2 <sup>nd</sup> Quarter of 2009 coordinate the development a Project Implementation Report (PIR) to guide the implementation of the National Human Resource and Skills Tracer Analysis Initiative
<b>HRD-1.3.2</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (NPC), The Gambia Bureau of Statistics (GBOS) and other relevant Government Departments and Agencies should by the 2 <sup>nd</sup> Quarter of 2010 coordinate the implementation of the initiative on a pilot basis targeting graduates of specific institution and a selected number of skill areas/professions like engineers, accountants, computer scientists, architects, and business and management graduates.
<b>HRD-1.3.3</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (NPC), The Gambia Bureau of Statistics (GBOS) and other relevant Government Departments and Agencies should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of the initiative on a national basis targeting a number of critical skill areas and professionals key for supporting the development of The Gambian information and knowledge economy
<b>HRD-1.3.4</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (NPC), The Gambia Bureau of Statistics (GBOS) and other relevant Government Departments and Agencies should coordinate the implementation of the initiative throughout the remaining time-frame of the ICT4D-2012 Plan and within the time-frames of the subsequent ICT4D Plans at a regular interval.
<b>HRD-1.3.5</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), the National Planning Commission (NPC) and other relevant Government Departments and Agencies should coordinate an initiative aimed at using the outputs of the tracer analysis on an on-going basis to update on skills requirements and manpower needs of the economy and use this information to advise on curriculum changes and revisions and as well as for academic programme updates and choices within the nation's universities and colleges
<b>Candidate Implementation Agencies</b>	Public Service Commission (PSC) Personnel Management Office (PMO) National Planning Commission (NPC) The Gambia Bureau of Statistics (GBOS) The University of The Gambia (UTG)

**Implementation  
Coordination Agency**

The PSC will coordinate the implementation of this initiative in collaboration with the NPC, the PMO and the GBOS

<b>HRD-2</b>	<b>The National ICT and Professional Skills Human Resource Capacity Development Programme</b>
<b>Broad Objectives</b>	To facilitate the development of relevant level skills and expertise to meet the requirements of The Gambian economy
<b>HRD-2.1</b>	<b>Initiative to Develop and Upgrade the ICT and Professional Skills of Civil and Public Servants</b>
<b>Plan-Action Specific Goals</b>	To upgrade the professional skills of civil and public servants  To improve basic computer skills of civil and public servants through in-service ICT training and skill development and update programmes.
<b>Description of Plan-Action</b>	This initiative is targeted at assessing and addressing the ICT and professional skills needs of the civil and public service. It provides for identifying areas of skills shortfall in the ICTs and professional expertise areas within the service and then putting in place training and skill upgrade initiatives to address them.
	<b>Plan Action Deliverable &amp; Targets</b>
<b>HRD-2.1.1</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), DOSCIIT and other relevant Government Departments and Agencies should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative (to form part of <b>HRD-1.1.3</b> ) targeted at establishing the ICT and professional skills human resource requirements and the skill upgrade needs of the Government Departments and Public Sector Organizations (PSOs)
<b>HRD-2.1.2</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), DOSCIIT and other relevant Government Departments and Agencies should by the 4 <sup>th</sup> Quarter of 2009 coordinate the preparation of a Report on the requisite budget detailing the total estimated costs for providing the required training including details of the number of personnel to be trained in the identified skill areas annually for the next five years to meet the identified shortfall in skills and expertise in the Government Departments and the Public Sector Organizations (PSOs).
<b>HRD-2.1.3</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), DOSCIIT and other relevant Government Departments and Agencies should by the 4 <sup>th</sup> Quarter of 2009 initiate the implementation of an initiative aimed at identifying the various training sources and avenues and other educational and training service providers (including universities and colleges and professional skill training providers) both locally and

	internationally that can be engaged to provide the requisite ICT and professional skills human resource development and skill upgrade training within the Government Departments and PSOs.
<b>HRD-2.1.4</b>	The Public Service Commission (PSC) working in collaboration with the Personnel Management Office (PMO), DOSCIIT and other relevant Government Departments and Agencies should during the remaining time-frame of the ICT4D-2012 Plan and within the time-frames of the subsequent ICT4D Plans coordinate the implementation of various retention schemes and mechanisms within the Government Ministries, Departments and the Public Sector Organizations (PSOs) targeted at maximizing the retention of trained personnel in an effort to reduce high staff turnover and brain drain from the Government Departments and PSOs in particular in the areas of professional and technical skills including ICT skills and expertise.
<b>Candidate Implementation Agencies</b>	Public Service Commission (PSC) Personnel Management Office (PMO) DOSCIIT National Planning Commission (NPC)
<b>Implementation Coordination Agency</b>	The PSC will coordinate the implementation of this initiative in collaboration with the PMO and DOSCIIT
<b>HRD-2.2</b>	<b>Initiative to Develop the Human Resource Development Capacity of the Nation's Universities and Colleges</b>
<b>Plan-Action Specific Goals</b>	<p>To develop the capacities and facilities of the nation's human resource development institutions to support and facilitate the development of the requisite pool of highly skilled human resources; knowledge workers and expertise capable of facilitating the process of developing and supporting a technology-base and knowledge-driven economy</p> <p>To promote the development of the human resource needs of the economy through improving and upgrading the facilities and the resources of the nation's universities colleges and higher level and professional skills training institutions</p> <p>To build and expand the capacity of the nation's universities and colleges to support the training of requisite human resources and manpower in ICT and other related skills to support the development of Gambia's information and knowledge economy and society</p>

	To improve and expand on the teaching, training and research facilities of the nation's universities and colleges to improve and expand access to education and training as a step towards meeting the human resource requirements and needs of the economy in the emerging information and knowledge age.
<b>Description of Plan-Action</b>	This initiative is targeted at mobilizing the requisite financial and technologies resources to facilitate the process of developing, building on and upgrading the facilities and the capacities of the nation's universities, colleges and training institutions to enable them to effectively contribute to the development of the human resource and manpower needs of the economy.
<b>Plan Action Deliverable &amp; Targets</b>	
<b>HRD-2.2.1</b>	DOSHER&ST working in collaboration with the Universities and Colleges should by the 3 <sup>rd</sup> Quarter of 2009 coordinate the implementation of an initiative targeted at establishing the status and the state of the teaching, learning, research and the administrative facilities of the nation's universities, colleges and training institutions to come out with specific recommendations on areas in need of expansion, extension, improvements, or upgrade in order to effectively deliver on producing the human resource and manpower needs and requirement of the country and economy
<b>HRD-2.2.2</b>	DOSHER&ST working in collaboration with the Universities and Colleges should by the 4 <sup>th</sup> Quarter of 2009, coordinate the implementation of an exercise aimed at the prioritization of the areas and work to be done in relation to the identified facilities within the nation's universities, colleges and other training institutions that need to be expanded, improved or upgraded.
<b>HRD-2.2.3</b>	DOSHER&ST working in collaboration with DOSFEA and the Universities and Colleges should by the 4 <sup>th</sup> Quarter of 2009 initiate and coordinate a national resource mobilization exercise to mobilize the necessary resources for carrying-out the needed work to expand, improve or upgrade the identified facilities of the nation's universities, colleges and other training institutions
<b>HRD-2.2.4</b>	Implement the initiative on a national basis during the remaining of the time-frame of the ICT4D Plan on the basis of the priorities established to develop the human resource development capacities and facilities of the universities, colleges and other training institutions of the country
<b>Candidate Implementation Agencies</b>	Department of State Higher Education, Research, Science and Technology (DOSHER&ST) DOSFEA The Universities and Colleges National Human Resource Development Agency

<b>Implementation Coordination Agency</b>	The DOSHER&ST will coordinate the implementation of this initiative in collaboration with DOSFEA
<b>HRD-2.3</b>	<b>The Gambian ICT Youth Training Scheme Initiative</b>
<b>Plan-Action Specific Goals</b>	To develop and implement a youth training scheme aimed at providing The Gambia youth the requisite ICT skills targeted at school leavers, out-of-school youth, and the unemployed.
<b>Description of Plan-Action</b>	<p>This initiative is aimed at providing The Gambian youth an opportunity to acquire relevant job-ready employable ICT-based skills targeting technical as well as computer usage skills. The scheme will be nationally implemented through vocational training centers, purpose-build community-based computer training centers, and as well as in the schools.</p> <p>The ICT skills to be targeted include (but not limited to): computing skills, computer-user skills, computer technician skills, network technician skills, software development skills, web-development skills, multimedia applications systems development skills, computer help-desk skills, programming skills among others</p>
<b>Plan Action Deliverable &amp; Targets</b>	
<b>HRD-2.3.1</b>	The Department of State for Youth and Sports (DOSYS) working in collaboration with DOSBE, DOCSIT and other relevant Government Departments and Agencies should by the 3 <sup>rd</sup> Quarter of 2009 coordinate the preparation of a <i>Project Implementation Report (PIR)</i> detailing how the initiative will be roll-out including details on: the youths to be targeted and their age group; how the project will be piloted and where; how will the implementation of the project be prioritized and time-lined from the pilot phase to various stages of its full-scale implementation; and how resources will be mobilized and deployed.
<b>HRD-2.3.2</b>	The Department of State for Youth and Sports (DOSYS) working in collaboration with DOSBE, DOCSIT and other relevant Government Departments and Agencies should by 4 <sup>th</sup> Quarter of 2009 coordinate the roll-out of the pilot implementation of the initiative along the lines detailed in the PIR. At the conclusion of the pilot stage, lessons learnt should be documented in a report to guide the full implementation stages of the project. The pilot project should be one year in duration.
<b>HRD-2.3.3</b>	The Department of State for Youth and Sports (DOSYS) working in collaboration with DOSBE, DOCSIT and other relevant Government Departments and Agencies should by the 3 <sup>rd</sup> Quarter of 2010 coordinate the implementation of the first stage of the full-scale

	implementation of the project along the lines detailed in the PIR while taking on board the lessons learnt at the pilot stage of the implementation of the project
<b>HRD-2.3.4</b>	The Department of State for Youth and Sports (DOSYS) working in collaboration with DOSBE, DOCSIT and other relevant Government Departments and Agencies should coordinate the carrying out of the subsequent full-implementation of the Project during the remaining of the time-frame of the ICT4D-2012 Plan
<b>Candidate Implementation Agencies</b>	Department of State for Youth and Sports (DOSYS) Department of State for Communication, Information and Information Technology (DOSCIIT) Department of State for Basic and Secondary Education (DOSBSE) Department of State Higher Education, Research, Science and Technology (DOSHER&ST) Department of State for Trade, Industry and Employment (DOSTIE) National Training Authority Gambia Technical Training Institute
<b>Implementation Coordination Agency</b>	The DOSYS will coordinate the implementation of this initiative in collaboration with DOSBSE and DOSCIIT
<b>HRD-2.4</b>	<b>The Gambian ICT-Infrastructure Development Skills and Expertise Initiative</b>
<b>Plan-Action Specific Goals</b>	To facilitate the development of the necessary highly skilled ICT human resources required for supporting the development and maintenance of advanced information and communications infrastructure and systems
<b>Plan Action Deliverable &amp; Targets</b>	
<b>HRD-2.4.1</b>	DOSCIIT working in collaboration with DOSTIE, GAMTEL, PURA and other relevant Government Departments and Agencies and ICT Infrastructure Providers and Training Institutions should by the 3 <sup>rd</sup> Quarter of 2009 coordinate the implementation of an initiative to identify key manpower requirements for the development, deployment, roll-out and the maintenance of advanced information and communications technology infrastructure and systems (including national backbone networks, broadband networks and systems and as well as advanced telecommunication and communications networks and systems) within the country.
<b>HRD-2.4.2</b>	DOSCIIT working in collaboration with DOSTIE, GAMTEL, PURA and other relevant Government Departments and Agencies and ICT Infrastructure Providers and Training Institutions should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of an exercise aimed at identifying specific training institutions and avenues within the

	country with the requisite resources, facilities and expertise for training the requisite ICT- infrastructure deployment manpower and technical personnel for the country
<b>HRD-2.4.3</b>	DOSCIIT working in collaboration with DOSTIE, GAMTEL, PURA and other relevant Government Departments and Agencies and ICT Infrastructure Providers and Training Institutions should during the remaining time-frame of the ICT4D Plan coordinate project implementation activities aimed at achieving the specific time-lined targets set for the development of the requisite technical manpower and expertise for supporting the roll-out and the maintenance of the national ICT infrastructure
<b>HRD-2.4.4</b>	DOSCIIT working in collaboration with DOSTIE, GAMTEL, PURA and other relevant Government Departments and Agencies and ICT Infrastructure Providers and Training Institutions should put in place and implement during the remaining time-frame of the ICT4D Plan, a process and mechanisms for mobilizing resources to facilitate and support the development of the requisite manpower and technical expertise for supporting the roll-out and the maintenance of the national ICT infrastructure
<b>Candidate Implementation Agencies</b>	Department of State for Communication, Information and Information Technology (DOSCIIT) Department of State for Trade, Industry and Employment (DOSTIE) Gambia Telecommunications Company Ltd. Gambia Telecommunications and Multimedia Institute National Water and Electricity Company National Training Authority Gambia Technical Training Institute
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with DOSTIE
<b>HRD-2.5</b>	<b>Initiative to Develop the Nation's Human Resource Needs in Critical Skills and Professional Expertise Areas for all Key Sectors of the Economy</b>
<b>Plan-Action Specific Goals</b>	To support and facilitate the development of the requisite pool of highly skilled human resources; knowledge workers and expertise capable of facilitating the process of developing and supporting a technology-base knowledge-driven industrial sector  To facilitate the process of the development of comprehensive human resource base in critical skill areas required for facilitating and supporting the development of a vibrant value-added services sector and ICT services industry of The Gambian economy

<b>Description of Plan-Action</b>	This initiative is specifically targeted at identifying the critical skills and professional expertise requirements of key sectors of the economy and on the basis of this put in place and implement measures to develop and deploy them within the economy
	<b>Plan Action Deliverable &amp; Targets</b>
<b>HRD-2.5.1</b>	The Department of State for Trade, Industry and Employment (DOSTIE) working in collaboration with DOSFEA, DOSCIIT, NTA, MDA and other relevant Government Departments and Agencies and the Professional Bodies and Training Institutions should by the 3 <sup>rd</sup> Quarter of 2009 coordinate the implementation of an initiative aimed at identifying the level of professional skills in business, management, accountancy engineering, computing and other information and knowledge-based critical skills within the country
<b>HRD-2.5.2</b>	<p>The Department of State for Trade, Industry and Employment (DOSTIE) working in collaboration with DOSFEA, DOSCIIT, NTA, MDA and other relevant Government Departments and Agencies and the Professional Bodies and Training Institutions should by the 4<sup>th</sup> Quarter of 2009 coordinate the carrying out of a National Study to establish the professional skill requirements of The Gambian economy with specific reference to the professional skill requirements for supporting the development of The Gambian information and knowledge-based economy.</p> <p><u>Notes:</u> This Study is expected to be carried out in collaboration with various professional and industry bodies and will focus on the demand and supply of professional skill personnel for the economy and on the basis of this analysis forecast the shortfall that need to be met with specific time-lines and targets for each professional skills and manpower</p>
<b>HRD-2.5.3</b>	The Department of State for Trade, Industry and Employment (DOSTIE) working in collaboration with DOSFEA, DOSCIIT, NTA, MDA and other relevant Government Departments and Agencies and the Professional Bodies and Training Institutions should during the remaining time-frame of the ICT4D Plan, coordinate an initiative aimed at mobilizing the requisite resources (on an on-going basis) to support and facilitate the development of the requisite critical mass of professional manpower and skills for the economy
<b>Candidate Implementation Agencies</b>	<p>Department of State for Communication, Information and Information Technology (DOSCIIT)</p> <p>Department of State for Trade, Industry and Employment (DOSTIE)</p>

	<p>Management Development Institute (MDA)  Gambia Telecommunications and Multimedia Institute  National Training Authority (NTA)  Gambia Technical Training Institute</p>
<b>Implementation Coordination Agency</b>	DOSTIE will coordinate the implementation of this initiative in collaboration with DOSCIIT and DOSTIE
<b>HRD-2.6</b>	<b>ICT Competency and Professional Skills Development for the Personnel of the Security Agencies</b>
<b>Plan-Action Specific Goals</b>	<p>To build the human resource capacity of military and security personnel in the area of ICT skills and expertise</p> <p>To upgrade the ICT competency and expertise within the military and other security agencies</p> <p>To facilitate the process of the deployment of ICT-literate and highly skilled military personnel and other security personnel to support ICT capacity building and systems development and support within the public and private sector.</p>
<b>Description of Plan-Action</b>	This initiative is designed to support ICT capacity building within the military agencies and in other security agencies. The initiative is also aimed at facilitating the deployment of the ICT capacity of the military and other security agencies to support ICT capacity development and other ICT activities within public and private sector organizations including the educational institutions
<b>Plan Action Deliverable &amp; Targets</b>	
<b>HRD-2.6.1</b>	<p>The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior should by the 2<sup>nd</sup> Quarter of 2009 commission a Project Implementation Report (PIR) for a <i>National ICT Literacy and Competency Training Programme for Military and Police Personnel</i>. Work on this report should be completed by the 4<sup>th</sup> Quarter of 2009</p> <p><u>Notes:</u> The PIR will among other things provide details of the project implementation plan, project costing and funding issues and the scheduling of project activities within the time-frame of the ICT4D-2012. Plan</p>
<b>HRD-2.6.2</b>	<p>The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior should by the 4th Quarter of 2009 commence work on the mobilization of resources to facilitate the implementation of the <i>National ICT Literacy and Competency Training Programme for Military and Police Personnel</i>. It is expected that the resource mobilization exercise will continue</p>

	throughout the time-frame of the ICT4D-2012 Plan
<b>HRD-2.6.3</b>	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior should by the 4th Quarter of 2009 commerce the pilot implementation of the initiative . The pilot implementation will be of one year duration
<b>HRD-2.6.4</b>	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior should by the 4th Quarter of 2010 commerce work on the full implementation of the initiative on a national basis.
<b>HRD-2.6.5</b>	<p>The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior should by the 2<sup>nd</sup> Quarter of 2009 commission a Project Implementation Report (PIR) for a <i>National ICT Professional Skills Training Initiative for Military and Police Personnel</i>. Work of this report should be completed by the 4<sup>th</sup> Quarter of 2009</p> <p><u>Notes:</u> The PIR should target ICT professional skills in the area of: computer repair, refurbishment and assembly; computer network installation, configuration, maintenance and management skills; web design and development skills and expertise; multimedia systems design and development skills, software development skills and expertise; programming skills; database system administration and management skills; systems analysis and design professional skills, ICT project management skills among others.</p>
<b>HRD-2.6.6</b>	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior should by the 4th Quarter of 2009 commerce work on the mobilization of resources to facilitate the implementation of the <i>National ICT Professional Skills Training Initiative for Military and Police Personnel</i> . It is expected that the resource mobilization exercise will continue throughout the time-frame of the ICT4D-2012 Plan
<b>HRD-2.6.7</b>	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior should by the 4th Quarter of 2009 commerce the pilot implementation of the <i>National ICT Professional Skills Training Initiative for Military and Police Personnel</i> initiative. The pilot implementation will be of one year duration
<b>HRD-2.6.8</b>	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior should by the 4th Quarter of 2010 commerce work on the full implementation of the <i>National ICT Professional Skills Training Initiative for Military and Police Personnel</i> initiative on a national basis.
	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Basic and Secondary

<b>HRD-2.6.9</b>	Education (DOSBE) should put in place and implement during the time-frame of the ICT4D-2012 Plan a joint initiative to facilitate the deployment of military personnel with ICT skills and expertise in the secondary schools to assist in ICT training, technical support and the development of ICT-based school administration, learning and teaching systems
<b>HRD-2.6.10</b>	The Department of State for Defense (DOSD) working in collaboration with the PMC, PMO, DOSCIIT, and other Government Departments and Agencies should put in place and implement during the time-frame of the ICT4D-2012 Plan a <i>Military ICT Support Initiative (MISI)</i> to facilitate the deployment of Military ICT Personnel to assist the public service in ICT capacity building and technical support.
<b>HRD-2.9</b>	<b>Initiative to Develop the Necessary Human Resources to Facilitate Gambia's Effective Participation in the Global ICT Decision Making Fora: ITU, WIPO, WTO, ICANN etc</b>
<b>Plan-Action Specific Goals</b>	<p>To develop for The Gambia the requisite expertise needed for effective engagement and participation in the global ICT fora</p> <p>To ensure the effective participation of The Gambia in various global ICT Fora</p> <p>To create local forums that would help develop local ICT experts to participate in international ICT for a.</p>
<b>Description of Plan-Action</b>	<p>Some of the key decisions that may have implications on the development of The Gambian information economy and society are made at various global fora including ITU, WIPO, WTO, ICANN among others.</p> <p>For The Gambia to play an effective role in these global ICT fora, there is a need for the country to have people with the requisite expertise, know-how and experience in relation to the issues discussed at these fora. This initiative is aimed at developing that needed expertise.</p>
<b>Plan Action Deliverable &amp; Targets</b>	
<b>HRD-2.7.1</b>	DOSCIIT working in collaboration with PURA, DOSFEA, DOSTIE and other relevant Government Departments and Agencies and the Professional Bodies should by the 3 <sup>rd</sup> Quarter of 2009 coordinate the implementation of an initiative targeted at identifying the types of expertise Gambia needs to be able to effectively participate in and benefit from global ICT fora including those relating to the ITU, WIPO, WTO, ICANN among others

<b>HRD-2.7.2</b>	DOSCIIT working in collaboration with PURA, DOSFEA, DOSTIE and other relevant Government Departments and Agencies and the Professional Bodies should put in place and implement during the remaining time-frame of the ICT4D-2012 Plan, on an on-going basis an initiative aimed at development and the deployment of the requisite expertise to ensure the effective participation and engagement of The Gambia in the global ICT fora.
<b>HRD-2.7.3</b>	DOSCIIT working in collaboration with PURA, DOSFEA, DOSTIE and other relevant Government Departments and Agencies and the Professional Bodies should during the remaining time-frame of the ICT4D Plan, coordinate the implementation of an initiative aimed at periodically evaluating and reviewing the level of effectiveness of The Gambia's participation in the global ICT fora and as well as evaluating the impact of this participation on Gambia's international status and image in relation to global ICT issues and fora and as well as impact on the development of The Gambia's information economy and society
<b>Candidate Implementation Agencies</b>	Department of State for Communication, Information and Information Technology (DOSCIIT) Public Utilities Regulatory Authority (PURA) Department of State for Trade, Industry and Employment (DOSTIE) Gambia Telecommunications and Multimedia Institute
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with PURA and DOSTIE
<b>HRD-2.7</b>	<b>The Gambia Human Resource Development Fund Initiative</b>
<b>Plan-Action Specific Goals</b>	To set up a national HRD Fund to support human resource development initiatives in the country, targeting the development of critical human resources, skills and expertise needed for the development of The Gambian information economy and society  To support and facilitate the development of the requisite pool of highly skilled human resources; knowledge workers and expertise capable of facilitating the process of developing and supporting Gambia's economy
<b>Plan Action Description</b>	The development of the requisite human resources in key skill areas, professions and sectors to support the development of The Gambian information society and economy will require substantial financial, technological and other resources. This initiative is aimed at supporting and facilitating this resource mobilization exercise
	<b>Plan Action Deliverable &amp; Targets</b>

<p><b>HRD-2.7.1</b></p>	<p>DOSFEA working in collaboration with the Public Service Commission and other Government Departments and Agencies should by the 2<sup>nd</sup> Quarter of 2009, set-up The Gambian <i>Human Resource Development Fund</i> and provide an institutional and legal framework and mechanism and as well as the needed resources including manpower for administering the Fund</p>
<p><b>HRD-2.7.2</b></p>	<p>DOSFEA working in collaboration with the Public Service Commission and other Government Departments and Agencies should by the 4<sup>th</sup> Quarter of 2009 coordinate the carrying out of a National HRD Fund Resource Mobilization Study within the context of the implementation of <b>HRD-1.1</b> to assess and estimate (as far as possible) the financial and other resources that need to be mobilized (on an on-going basis) from specific sources to develop the requisite pool of highly skilled human resources; knowledge workers and expertise capable of facilitating and supporting the development of The Gambian information economy and society.</p> <p><u>Notes:</u></p> <p>The Report of such a study should time-lined the resource mobilization efforts with indication of: sources of resources to the Fund, targets to be reached in a given time period within the time-frame of the Plan. Indications should also be given in terms of what resources are required (e.g. how much will be required) to developed specific type of human resources, in specific numbers within a specific time-frame.</p> <p>The Report should also provide details of targeted (total) financial resources to be mobilizing (the envisaged sized of the Fund in monetary terms), the possible sources of funds (funding), targets to be achieved within a given time-frame and how the mobilized resources will be disbursed and applied to facilitate the development of the requisite human resources for the economy.</p>
<p><b>HRD-2.7.3</b></p>	<p>DOSFEA working in collaboration with the Public Service Commission (PMC) and other Government Departments and Agencies should during the remaining time-frame of the ICT4D Plan, coordinate the implementation of initiatives aimed at achieving the targets set for mobilizing the required financial resources for the Fund as per the time-lines defined in the National HRD Fund Resource Mobilization Study Report prepared in <b>HRD-2.7.2</b>.</p> <p><u>Notes:</u> Efforts should be made to as far as possible achieve close to 50% of the target by the mid-way point of the time-frame of the Plan</p>
	<p>Office of the President</p>

<b>Candidate Implementation Agencies</b>	Department of State for Finance and Economic Affairs (DOSFEA) Department of State for Communication, Information and Information Technology (DOSCIIT) Department of State for Trade, Industry and Employment (DOSTIE) National Training Authority (NTA)
<b>Implementation Coordination Agency</b>	The Office of the President will coordinate the implementation of this initiative in collaboration with DOSFEA and DOSCIIT

<b>HRD-3</b>	<b>Programme to Promote the Development of the Human Resource Development Capacity of the Private Sector</b>
<b>Broad Objectives</b>	<p>To facilitate private sector involvement in the development of the human resource and manpower needs of the economy</p> <p>To promote and facilitate the development of The Gambian private sector through the implementation of human resource development initiatives</p>
<b>HRD-3.1</b>	<b>Private Sector Human Resource Development Tax Incentives Initiatives</b>
<b>Plan-Action Specific Goals</b>	<p>To put in place, promote and implement a number private sector initiatives targeted at human resource development efforts within private sector organizations and establishments.</p> <p>To assist human resource development efforts of private sector establishments through tax incentives policy measures and instruments</p> <p>To create incentives facilitate private sector involvement in human resource development, to prevent high staff turn-over within the public sector due to the migration of public sector employees to the private sector</p>
<b>Description of Plan-Action</b>	<p>This initiative is aimed at putting in place and implementing a number of incentives schemes targeted at the private sector to encourage private sector establishments to contribute to and invest in the development of the human resource and manpower needs of the economy.</p> <p>A number of the human resource development schemes are aimed at providing tax incentives to assist the private sector in defraying the</p>

	cost of their human resource development activities including those relating to: in-house training and on-the-job training; education, skill training and upgrade of their staff among others
	<b>Plan Action Deliverable &amp; Targets</b>
<b>HRD-3.1.1</b>	DOSFEA should implement during the time-frame of the ICT4D-2012 Plan, tax incentive schemes as specific budgetary provisions within each of the annual national budgets aimed at providing private sector establishments targeted tax initiatives, tax breaks and holidays and other incentive schemes to encourage these establishments to invest in re-skilling, skill-update and in-house on the job training initiatives
<b>HRD-3.1.2</b>	DOSFEA should implement tax incentive schemes as specific budgetary provisions within each of the annual national budgets within the time-frame of the ICT4D-2012 Plan aimed at providing private sector establishments targeted tax initiatives, tax breaks and holidays and other incentive schemes to encourage these establishments to provide their staff study leaves and career development and advancement opportunities including enrolling on university and/or professional development programs
<b>HRD-3.1.3</b>	DOSFEA should implement tax incentive schemes as specific budgetary provisions within each of the annual national budgets within the time-frame of the ICT4D-2012 Plan aimed at providing private sector establishments targeted tax initiatives, tax breaks and holidays and other incentive schemes to encourage these establishments to sponsor specific human resource programs through directly adopting and funding education and training certificate/diploma or degree programs at the nation's universities, colleges and specialist training institutions
<b>HRD-3.1.4</b>	DOSFEA should implement tax incentive schemes as specific budgetary provisions within each of the annual national budgets within the time-frame of the ICT4D-2012 Plan aimed at providing private sector establishments targeted tax initiatives, tax breaks and holidays and other incentive schemes to encourage these establishments to provide on-the-job internship and job-placement opportunities for graduates of the nation's universities and colleges
<b>Candidate Implementation Agencies</b>	Department of State for Finance and Economic Affairs (DOSFEA) Department of State for Communication, Information and Information Technology (DOSCIIT) Department of State for Trade, Industry and Employment (DOSTIE) The Gambia Chamber of Commerce and Industry Private Sector Organizations and Establishments
<b>Implementation Coordination Agency</b>	DOSFEA will coordinate the implementation of this initiative in collaboration with DOSCIIT



<b>HRD-4</b>	<b>Programme for the Promotion of ICT Human Resource Development Standards and Best Practices</b>
<b>Broad Objectives</b>	<p>To support and facilitate the development of high-quality ICT manpower for the country and to ensure that Gambia's ICT manpower and professional are of high standards</p> <p>To promote international standards, and best practices that could among other things aid the process of the development of quality human resources and professional skills needed for developing and supporting The Gambian information and knowledge economy and society</p>
<b>HRD-4.1</b>	<b>Initiative to Set-up National Professional ICT Bodies and Associations</b>
<b>Plan-Action Specific Goals</b>	<p>To set up a number of national professional bodies and entities to serve as national representative bodies for the ICT profession.</p> <p>To promote professionalism and the up-keep of high and international standards within the ICT profession in The Gambia</p> <p>To promote the setting-up of associations for promoting ICTs in communities</p>
<b>Description of Plan-Action</b>	This initiative is aimed at identifying and facilitating the setting up of relevant national professional bodies and associations for the ICT professions, sector and industry
<b>Plan Action Deliverable &amp; Targets</b>	
<b>HRD-4.1.1</b>	DOSCIIT working in collaboration with other Government Agencies should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative to set up of a <i>National ICT/Computer Professional Association</i> with clearly defined membership qualification requirements, hierarchical membership structure, code of conducts and professional ethics among others. This association will be recognized by the Government as the sole representative of the ICT/Computer Professionals in The Gambia.
<b>HRD-4.1.2</b>	DOSCIIT working in collaboration with DOSBE, DOSHE&ST and other Government Agencies should by the 2 <sup>nd</sup> Quarter of 2010 coordinate the implementation of an initiative to set up Computer Clubs in all secondary schools and the setting-up of Computer/Computer Science Societies in all nations' tertiary institutions.

<b>HRD-4.1.3</b>	DOSCIIT working in collaboration with DOSBE, DOSHE&ST and other Government Agencies should by the 3rd Quarter of 2009 coordinate the implementation of an initiative to set up a <i>National Association of Computer Science Students Societies</i> with membership made up of the individual computer science societies of the nation's institutions of higher learning
<b>HRD-4.1.4</b>	DOSCIIT working in collaboration with DOSTIE and other Government Agencies should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative to set up an Industry-based Computer Trade Associations with membership drawn from computer vendors, Internet Service Providers (ISPs), Telecommunications/Communications Service Providers including mobile service providers, bandwidth providers and resellers among others
<b>HRD-4.1.5</b>	DOSCIIT working in collaboration with DOSHE&ST and other Government Agencies should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative to encourage and facilitate Gambian ICT Professionals to apply for membership of international professional computing bodies like: IEEE Computer Science Society, the Institution of Analyst and Programmers, the British Computer Society among others
<b>Candidate Implementation Agencies</b>	<p>Department of State for Communication, Information and Information Technology (DOSCIIT)</p> <p>Department of State for Higher Education, Research, Science the Technology (DOSHE&amp;ST)</p> <p>Public Service Commission</p> <p>Department of State for Trade, Industry and Employment (DOSTIE)</p> <p>The Gambia Chamber of Commerce and Industry</p> <p>Standards and Consumer Protection Bureau</p> <p>Information Technology Association of The Gambia (ITAG)</p> <p>Local ICT Companies and Establishments</p>
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with DOSHE&ST and DOSTIE
<b>HRD-4.2</b>	<b>Initiative to Promote and Encourage the Certification Of ICT Professional Skills and to Facilitate the Adoption of Professional Standards Within The Gambian ICT Profession</b>
	<p>To promote and encourage the roll-out of professional certification programs in ICT and other professional programs in The Gambia</p> <p>To facilitate the development of a pool of certified ICT</p>

<p><b>Plan-Action Specific Goals</b></p>	<p>professional within Gambia</p> <p>To promote professionalism among The Gambian ICT personnel and professionals</p> <p>To promote the adoption of international standards to support the development of the local ICT profession</p> <p>To draw up guidelines for the certification of ICT Professional Skills in the country</p> <p>To define which ICT qualifications and work experience qualifies as an ICT Professional Skill for the purpose of employment and promotion in the private and public sector</p>
<p><b>Description of Plan-Action</b></p>	<p>This initiative is targeted at promoting ICT certification programmes in The Gambian and encouraging the vast majority of those who want to train and work as ICT professional to be professionally certified by registering for and taking relevant local and international certification programmes and examinations</p>
<p><b>Plan Action Deliverable &amp; Targets</b></p>	
<p><b>HRD-4.2.1</b></p>	<p>DOSCIIT should by the 2<sup>nd</sup> Quarter of 2009 coordinate the implementation of an initiative aimed at carrying-out a survey of the ICT training sector to: identify and compile the list of ICT accreditation programs being offered in The Gambia, the ICT Training institutions offering these programmes, the enrollment and the pass rate of students on these programs, the number of certified ICT professionals currently in The Gambia, classified in terms of various certification programs and numbers per each; the standard and the quality of training and test administration resources in The Gambia; which international certifications programmes are not offered in The Gambia and why?; the cost of the certification training programmes and the test administration cost per candidate and an indication of how affordable are these cost.</p>
<p><b>HRD-4.2.2</b></p>	<p>DOSCIIT should by the 4<sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative aimed at developing and enforcing guidelines for providing training for certification programs in The Gambia</p>
<p><b>HRD-4.2.3</b></p>	<p>DOSCIIT working in collaboration with DOSHE&amp;ST and NTA should by the 4<sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative to facilitate and support the introduction of as many as possible ICT skills certification programs into The Gambian educational system and into the National ICT Training provision sector</p>

<b>HRD-4.2.4</b>	DOSCIIT working in collaboration with DOSHE&ST and NTA should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative aimed putting in place a monitoring mechanism to ensure that institutions running accredited certification programs are complying with standards set for these programs
<b>HRD-4.2.5</b>	DOSCIIT working in collaboration with DOSHE&ST and NTA should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative aimed at putting in place guidelines to specify which ICT qualifications and certifications are minimum requirements for entry into the ICT job market in both the public and private sector
<b>Candidate Implementation Agencies</b>	Department of State for Communication, Information and Information Technology (DOSCIIT) The Public Service Commission Department of State for Trade, Industry and Employment (DOSTIE) The Gambia Chamber of Commerce and Industry Standards and Consumer Protection Bureau
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with DOSHE&ST and DOSTIE

<b>HRD-4.3</b>	<b>Initiative to Facilitate the Provision of High Quality ICT Education and Training Services by Private and Public Institutions</b>
<b>Plan-Action Specific Goals</b>	To implement and enforce standards for ICT training and skill development within The Gambia  To facilitate the development and promotion of the necessary standards, good practices and guidelines to support ICT education and training within the country
<b>Description of Plan-Action</b>	This initiative is aimed at introducing industry-based and international standards to guide and govern the activities of ICT Training Institutions within the country.  The objective is to mainstream and regularize ICT training activities in the country as part of the process of ensuring that training institutions: are accredited by a recognized national or international body to offer their programs to the public; provide training that meets international standards and best practices; conduct credible examinations that meets required standards and issue certificates and diplomas that are of international value and standard

	<b>Plan Action Deliverable &amp; Targets</b>
<b>HRD-4.3.1</b>	<p>DOSCIIT working in collaboration with NTA, PSC, and other relevant Government Departments and Agencies should by the 3<sup>rd</sup> Quarter of 2009 coordinate the implementation of an initiative aimed at carryout a national survey and produce a Report on the Gambian ICT Training Sector ( The Gambian ICT Training Sector Report).</p> <p><b><u>Notes:</u></b></p> <p>This Report will provide details on:</p> <p>(i) the ICT training institutions in relation to: the number and types (private/public; size [no of admin staff, teaching staff], level of training provided (basic, intermediate, advance level) by training institutions in the country; location (urban/rural, part of the country); enrolment details (number, age-group/distribution);</p> <p>(ii) the ICT training programmes being offered in terms of: types of training programmes (computing, professional skills development [hardware, software, systems], certification programmes [hardware-related, software-related, systems-related); standards of the programmes offered in terms of local and/or international accreditation/certification; and</p> <p>(iii) enrollment and graduation in terms of: level of enrolment on each of the programmes nationally, numbers trained annually in each skill or expertise areas or programmes nationally</p>
<b>HRD-4.3.2</b>	<p>DOSCIIT working in collaboration with NTA, PSC, and other relevant Government Departments and Agencies should by the 4<sup>th</sup> Quarter of 2009 coordinate the setting up of a <i>National ICT Training Standards and Accreditation</i> Entity either as an autonomous agency within the DOSBE or as a Unit within the Ministry or within a National Accreditation Body. This Entity will be responsible for developing, implanting and enforcing standards within the ICT Training Sector.</p>
<b>HRD-4.3.3</b>	<p>DOSCIIT working in collaboration with NTA, PSC, and other relevant Government Departments and Agencies should the 3<sup>rd</sup> Quarter of 2009 coordinate the implementation of an initiative aimed at developing requirement for the operation of ICT Training institutions in the country and on the basis of this initiate a process to commerce the registration of all Training institutions who meets the laid down requirements and guidelines. This exercise constitutes the first step towards accrediting ICT Training institutions within the country.</p>

<b>HRD-4.3.4</b>	DOSCIIT working in collaboration with NTA, PSC, and other relevant Government Departments and Agencies should by the 4 <sup>th</sup> Quarter of 2009 coordinate the implementation of an initiative aimed at developing guidelines for the accreditation of ICT Training institutions within the country and on the basis of these guidelines give accreditation to qualified ICT Training institutions within the country
<b>HRD-4.3.5</b>	Implement by the 4 <sup>th</sup> Quarter of 2009 an initiative to put in place a monitoring mechanism to monitor the operations and activities of accredited ICT Training institutions to enforce standards and best practices guidelines
<b>Candidate Implementation Agencies</b>	<p>Department of State for Communication, Information and Information Technology (DOSCIIT)</p> <p>Department of State for Basic and Secondary Education (DOSBE)</p> <p>Department of State Higher Education, Research, Science and Technology (DOSHER&amp;ST)</p> <p>Department of State for Trade, Industry and Employment (DOSTIE)</p> <p>The Gambia Chamber of Commerce and Industry</p> <p>Standards and Consumer Protection Bureau</p>
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with DOSHE&ST, DOSBE and NTA

# THE ICTS-IN-EDUCATION (E-EDUCATION) ACTION PLAN

## Preamble

The relevance of ICTs for supporting education and training at all levels of the educational system has acquired new dimensions and greater urgency in a number of countries including The Gambia. The introduction of ICTs to support teaching, learning and administration of the educational delivery processes and systems is fundamentally changing the educational delivery and support landscape in a number of countries in both the developed and developing world. In particular, advances in educational delivery technologies are making a major impact on the development, provision and delivery of educational and training programmes at all levels of the educational system in most countries of the world.

The key role that ICTs can play in widening access to education to a wider section of The Gambian population; for supporting literacy education and for facilitating educational delivery and training at all levels has been acknowledged by The Gambian Government as detailed in The Gambian NICI Policy. Also acknowledged is the need to deploy ICTs within the wider community to promote widespread usage of the technologies within the society at large. The programmes, initiatives and the projects developed and documented in the *ICTs-in-Education Action Plan* are designed to implement the provisions of The Gambian NICI Policy as it relates specifically to the policy provisions and commitments of the Government in relation to the deployment and the exploitation of ICTs to facilitate education and training at all levels of The Gambian educational system.

## The Broad Objectives of the Action Plan

The broad objectives of this Action Plan are to: facilitate the deployment and the utilization of ICTs to improve and widen access to educational resource, delivery systems and opportunities within The Gambian educational systems from primary school upwards. The target is therefore the schools and as well as the tertiary institutions

## The Structure of the Action Plan

The Gambian *ICTs in Education Action Plan* is divided into two broad national programmes namely:

- **EDU-1: The Gambian National Schoolnet Programme**
- **EDU-2: The ICTs in- Higher Education Programme**

Under each of these broad national umbrella programmes are a number of specific Plan Actions relating to specific initiatives or projects of the main programme. Each of the Plan-Actions is documented in terms of their specific objectives, deliverables, targets and candidate implementation agencies.

## **DETAILS OF THE ICTs-in-EDUCATION ACTION PLAN PROGRAMMES AND INITIATIVES**

<b>EDU-1</b>	<b>The Gambian National Schoolnet Programme</b>
<b>Broad Objectives</b>	<p>The broad objective of this initiative is to facilitate the deployment of ICTs to support educational delivery activities within The Gambian school system.</p> <p>The emphasis is on supporting teaching and learning activities and as well as supporting the administrative activities within the schools. The initiative is also aimed at integrating the use of the ICTs within the teaching and learning activities of the school.</p> <p>The initiative in broad terms aims at modernizing The Gambian school system using ICTs to improve and expand access to quality education and training and make the educational system responsive to the changing needs and demands of the economy</p>
<b>EDU-1.1</b>	<b>The Gambian Schoolnet Educational Delivery Nation-wide Communications Network</b>
<b>Plan-Action Specific Goals</b>	To develop, deploy and roll-out a nation-wide educational communications network to support educational service delivery and learning activities within The Gambian school system
<b>Description of Plan Action</b>	This initiative is targeted at the development and the deployment of a country-wide advanced and reliable national information and communications infrastructure network to connect Gambian schools constituting of nodes within the national schoolnet educational delivery communications system
<b>Plan Action Deliverable &amp; Targets</b>	
<b>EDU-1.1.1</b>	The Department of State for Basic and Secondary Education (DOSBE) should by the 2 <sup>nd</sup> Quarter of 2009 implement an initiative to prepare a <i>Project Implementation Report</i> (PIR) detailing how The Gambian Schoolnet Educational Delivery Network will be implemented starting key implementation activities, tasks and targets as well as addressing resource mobilization issues.
<b>EDU-1.1.2</b>	The Department of State for Basic and Secondary Education (DOSBE) should implement the project on a pilot basis focusing on a selected number of schools between 2009-2010 and thereafter roll-out the full implementation of the project on phase-by-phase basis
<b>EDU-1.1.3</b>	The Department of State for Basic and Secondary Education (DOSBE) should deploy the network to cover 30 – 45% of the

	schools by the mid-way point of the time-frame of the Plan
<b>EDU-1.1.4</b>	The Department of State for Basic and Secondary Education (DOSBE) should deploy the network to cover close to 50-75% of the schools by 2012
<b>EDU-1.1.5</b>	The Department of State for Basic and Secondary Education (DOSBE) should deploy the network to cover close to 100% of the schools by 2015
<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE)  Department of State for Information, Communications and IT (DOSCIIT)
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative

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<b>EDU-1.2</b>	<b>The Computers-in-Schools Project</b>
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<b>Plan-Action Specific Goals</b>	<p>To promote and facilitate the deployment of computing resources in Gambian schools</p> <p>To provide and broaden access to ICTs within the school system to facilitate teaching and learning</p> <p>To increase the penetration of computers within the Gambian school system and as a result improve the student-to-computer ratio in the schools</p> <p>To facilitate the process of introducing computers and other educational technologies into the schools and make computers and its products affordable and accessible within The Gambian school system</p>
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<b>Description of Plan Action</b>	The focus of this initiative is to facilitate the mobilization and the deployment of computers and other educational technologies and resources into the schools including the primary and secondary schools and as well as the vocational and technical institutions
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<b>Plan Action Deliverable &amp; Targets</b>	
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<b>EDU-1.2.1</b>	The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with DOSCIIT should during the time-frame of the ICT4D-2012 Plan put in place measures to mobilize resources to support the implementation of the Computers-in-Schools project. The coordination of this exercise should be done by DOSBE
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	The Department of State for Basic and Secondary Education
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<b>EDU-1.2.2</b>	(DOSBE) should by the 4 <sup>th</sup> Quarter of 2010 implement the 1 <sup>st</sup> Phase of the Computers-in-School project to achieve on average a student-to-computer ratio of <i>12-to-1</i> (for rural and urban primary schools) and <i>10-to-1</i> (for rural and urban secondary, technical and vocational schools) in close to 20% of The Gambian schools
<b>EDU-1.2.3</b>	The Department of State for Basic and Secondary Education (DOSBE) should by the 4 <sup>th</sup> Quarter of 2011 implement the 2 <sup>nd</sup> Phase of the Computers-in-School project to achieve on average a student-to-computer ratio of <i>10-to-1</i> (for rural and urban primary schools) and <i>7-to-1</i> (for rural and urban secondary, technical and vocational schools) in close to 50% of The Gambian schools
<b>EDU-1.2.4</b>	The Department of State for Basic and Secondary Education (DOSBE) should by the 4 <sup>th</sup> Quarter of 2012 implement the 4 <sup>th</sup> Phase of the Computers-in-School project to achieve on average a student-to-computer ratio of <i>7-to-1</i> (for rural and urban primary schools) and <i>5-to-1</i> (for rural and urban secondary, technical and vocational schools) in close to 70% of The Gambian schools
<b>EDU-1.2.5</b>	The Department of State for Basic and Secondary Education (DOSBE) should by the 4 <sup>th</sup> Quarter of 2013 implement the 4 <sup>th</sup> Phase of the Computers-in-School project to achieve on average a student-to-computer ratio of <i>5-to-1</i> (for rural and urban primary schools) and <i>3-to-1</i> (for rural and urban secondary, technical and vocational schools) in close to 80% of The Gambian schools
<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE) Department of State for Communication, Information and Information Technology (DOSCIIT)
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative

<b>EDU-1.3</b>	<b>The Gambian National ICT Curriculum Initiative.</b>
<b>Plan-Action Specific Goals</b>	<p>To develop for The Gambian school system an internationally bench-marked national ICT curriculum</p> <p>To facilitate the process of transforming Gambian into a computer-literate nation</p> <p>To aid the process of promoting ICT literacy, education and training within the Gambian School system.</p> <p>To facilitate the introduction of ICT literacy and basic computing as compulsory subjects into the Gambian School system</p>

	To make ICT education an integral part of The Gambian educational system at the school level
<b>Description of Plan Action</b>	This initiative is designed to facilitate the development and the implementation of a national ICT curriculum for The Gambian schools including: primary, secondary, technical and vocational schools
	<b>Plan Action Deliverable &amp; Targets</b>
<b>EDU-1.3.1</b>	The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with CREDIT -- Curriculum, Research, Evaluation, Development and In – Service Training and WAEC – West Africa Examinations Council should commission the development of the <i>National ICT Curriculum</i> by 2 <sup>nd</sup> Quarter of 2009
<b>EDU-1.3.2</b>	The Department of State for Basic and Secondary Education (DOSBE) should complete work on the Final Draft of the <i>National ICT Curriculum</i> by the 4 <sup>th</sup> Quarter of 2009
<b>EDU-1.3.3</b>	The Department of State for Basic and Secondary Education (DOSBE) should put in and complete preparatory work for the launching of the <i>National ICT Curriculum</i> on a pilot basis in selected schools by the 2 <sup>nd</sup> Quarter of 2010
<b>EDU-1.3.4</b>	The Department of State for Basic and Secondary Education (DOSBE) to commence full implementation of the National ICT Curriculum in the Schools by 2011
<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE) Department of State for Information, Communications and IT (DOSCIIT) Curriculum, Research, Evaluation, Development and In – Service Training (CREDIT) West Africa Examinations Council (WAEC)
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative in collaboration with DOSCIIT
<b>EDU-1.4</b>	<b>The Computer-Literate Teachers Training &amp; the Computer Competency for Teachers Initiative</b>
<b>Plan-Action Specific Goals</b>	To provide school teachers with basic computer literacy and computing skills to be able to teach basic computing, computer literacy and Internet usage in the primary, secondary, technical and vocational schools  To train and deploy computer literate teachers within The Gambian school system

	<p>To implement a ‘train-the-trainers’ program in basic ICTs skills for teachers</p> <p>To develop the computer competency level of all non-computer subject area teachers within The Gambian School system</p>
<b>Description of Plan Action</b>	<p>This initiative is designed to facilitate the training and the deployment of a critical mass of computer literate-teachers within The Gambian school system. The training programme will focus on: computer studies, hands-on computing, the use of computers to facilitate teaching and learning, and the use of computers to facilitate educational administrative duties</p> <p>The initiative will also be expanded to include a programme to improve the ICT competency of teachers targeting all non-computer subject areas. The goal is to improve the ICT literacy and competency of teachers to the level that will enable them to competently use the computer to teach their respective subject areas.</p>
	<b>Plan Action Deliverable &amp; Targets</b>
<b>EDU-1.4.1</b>	The Department of State for Basic and Secondary Education (DOSBE) to undertake and complete preparatory work and launch the <i>Computer Literate Teachers Training Project (CLTTP)</i> by 2 <sup>nd</sup> Quarter of 2010
<b>EDU-1.4.2</b>	The Department of State for Basic and Secondary Education (DOSBE) to put out a ‘Call-for-Proposal’ and complete the process of selecting and contracting Training Institutions to train the teachers on the CLTTP by 3 <sup>rd</sup> Quarter of 2009
<b>EDU-1.4.3</b>	The first batch of computer literate teachers trained on the CLTTP to complete their training (about 6 weeks) by 4 <sup>th</sup> Quarter of 2010
<b>EDU-1.4.4</b>	Subsequent batches of CLTTP teachers should be trained on a regular basis between 2011 and 2013 until a critical mass of Computer Literate Teachers are trained and deployed in The Gambian School system
<b>EDU-1.4.5</b>	The Department of State for Basic and Secondary Education (DOSBE) to undertake and complete preparatory work and launch the <i>Computer Competency for Teachers Project (CC4TP)</i> by 2 <sup>nd</sup> Quarter of 2009
<b>EDU-1.4.6</b>	The Department of State for Basic and Secondary Education (DOSBE) to put out a ‘Call-for-Proposal’ and complete the process of selecting and contracting Training Institutions to train the teachers on the CC4TP by 3 <sup>rd</sup> Quarter of 2009
<b>EDU-1.4.7</b>	The first batch of computer literate teachers trained on the CC4TP to complete their training by 4 <sup>th</sup> Quarter of 2010

<b>EDU-1.4.8</b>	Subsequent batches of teachers should be trained on the CC4TP on a regular basis between 2011 and 2013 until the majority of teachers are trained
<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE) Relevant Institutions
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative
<b>EDU-1.5</b>	<b>The Educational e-Content and e-Learning &amp; Teaching Resources Development Initiative</b>
<b>Plan-Action Specific Goals</b>	<p>To promote and facilitate educational content development for delivery within The Gambian School system</p> <p>To encourage the development and mobilization of teaching and learning resources for deployment in The Gambian School System</p> <p>To promote the use of the e-educational resources to support and facilitate teaching and learning at all levels of the Gambian School system</p>
<b>Description of Plan Action</b>	This initiative is aimed at developing local capacity to develop and deploy educational e-content and as well as other teaching and e-learning resources for use in Gambian schools.
<b>Plan Action Deliverable &amp; Targets</b>	
<b>EDU-1.5.1</b>	<p>The Department of State for Basic and Secondary Education (DOSBE) working with other key stakeholders should by the 2<sup>nd</sup> Quarter of 2009 commission an initiative to undertake a study to map-out how The Gambia is to develop a local capacity for developing e-context and other educational and learning resources for use in its school system.</p> <p><b>Notes:</b> The Report should clearly identify the types and ranges of e-content and e-learning and teaching materials and resources that need to be developed for all levels of the school system; how the capacity to develop these resources are to be developed; and as well as address issues relating to how these resources are to be packaged and delivered using suitable delivery platforms, methods and modes</p>
<b>EDU-1.5.2</b>	The Department of State for Basic and Secondary Education (DOSBE) should by the 4 <sup>th</sup> Quarter of 2009 launch the e-content and e-learning and teaching resource development project to commence work on the implementation of the findings of the Study Report

<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE)
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative
<b>EDU-1.6</b>	<b>Initiative to Improve Access to and the Use of the Internet and Educational Delivery Technologies and Infrastructure to Support Teaching and Learning</b>
<b>Plan-Action Specific Goals</b>	<p>To improve affordable Internet connectivity access in the Schools</p> <p>To promote and facilitate Broadband Internet access in Gambian schools</p> <p>To promote the spread of use of the emerging educational delivery and presentation technologies in the schools</p> <p>To encourage the use of the Internet by teachers and students to support the teaching and learning process in the schools</p> <p>To promote and encourage the use of the educational resources of the Internet and the educational development and delivery infrastructure of the Internet to support and facilitate teaching and learning in Gambian schools.</p> <p>To promote the use of the resources of the Internet to facilitate educational linkages and exchange between Gambian schools and schools in other parts of the world</p>
<b>Description of Plan Action</b>	This initiative is targeted at improving and expanding Internet access to the schools and to promote the use of the resources of the Internet to expand and broaden learning and teaching opportunities and experiences in the schools
<b>Plan Action Deliverable &amp; Targets</b>	
<b>EDU-1.6.1</b>	<p>The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with DOSCIIT should by the 2<sup>nd</sup> Quarter of 2009 commission a Study on the level, scope and scale of Internet Connectivity in Gambian school and level and the nature of its usage to support teaching and learning in this school.</p> <p><u>Notes:</u> The Study Report should also proposed strategies, ways and means that need to be adopted to expand on and improve affordable high-speed Internet access to these schools. Issues of how to mobilize resources to fund this expansion and upgrade of Internet</p>

	access to the schools will also need to be addressed in the Report
<b>EDU-1.6.2</b>	The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with DOSCIIT should by the 4 <sup>th</sup> Quarter of 2009 put in place various measures to commence work on the on the recommendations of the Study Report on improving Internet access to the schools
<b>EDU-1.6.3</b>	The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with DOSCIIT should by the 4 <sup>th</sup> Quarter of 2010 extend, improve and/or upgrade Internet access to 30-40% of the schools
<b>EDU-1.6.4</b>	The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with DOSCIIT should by the 4 <sup>th</sup> Quarter of 2012 extend, improve and/or upgrade Internet access to 50-80% of the schools
<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE) Department of State for Communication, Information and Information Technology (DOSCIIT)
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative in collaboration with DOSCIIT
<b>EDU-1.7</b>	
<b>EDU-1.7</b>	<b>Initiative to Promote the use of ICT-Enabled School Management and Administration System (SMAS) in Gambian Schools</b>
<b>Plan-Action Specific Goals</b>	To promote and facilitate the use of ICT to support school management and administrative activities  To promote the use of ICTs to support a number of school activities including training events, curriculum development, monitoring of pupil progress among others
<b>Description of Plan Action</b>	This initiative is designed to develop, roll-out and promote the use of computer-based school management and administrative systems in Gambian schools to support school management and administrative activities and operations including: admissions, personnel management, time-tabling and scheduling of learning and teaching support activities, library services, school books acquisition, management and distribution; resource management and usage monitoring, inventory, school records, schools sports and recreational activities scheduling and management.
<b>Plan Action Deliverable &amp; Targets</b>	
<b>EDU-1.7.1</b>	The Department of State for Basic and Secondary Education (DOSBE) should by the 3 <sup>rd</sup> Quarter of 2009 commission the

	development of a Project Implementation Report (PIR) detailing how the proposed <i>School Management and Administrative System (SMAS)</i> for Gambian Schools is to be developed and deployed.
<b>EDU-1.7.2</b>	Based on the PIR, the DOSBE should by the 4 <sup>th</sup> Quarter of 2009 put out a Call-for-Proposal for developing The Gambian <i>School Management and Administrative System (SMAS)</i> and thereafter proceed to select and contract the winning proposal.
<b>EDU-1.7.3</b>	The Department of State for Basic and Secondary Education (DOSBE) should commence a pilot roll-out of the <i>School Management and Administrative System (SMAS)</i> by 3 <sup>rd</sup> Quarter of 2010
<b>EDU-1.7.4</b>	Based on the successful completing of the pilot implementation of the SMAS, DOSBE should by 2 <sup>nd</sup> Quarter of 2011 commence the full roll-out of the SMAS in all schools nationally
<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE)
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative
<b>EDU-1.8</b>	<b>The National School Database &amp; Information Management System (NASDIS)</b>
<b>Plan-Action Specific Goals</b>	To set-up a <i>National School Database and Information Management System (NASDIS)</i> within the Department of State for Basic and Secondary Education (DOSBE) to provide easy access to relevant, up-to-date and useful information data on pupils, staff, schools, local school administrative authorities, and resources
<b>Description of Plan Action</b>	This initiative is aimed at developing and deploying a comprehensive database and information management system for The Gambian School system.
<b>Plan Action Deliverable &amp; Targets</b>	
<b>EDU-1.8.1</b>	The Department of State for Basic and Secondary Education (DOSBE) should by the 2 <sup>nd</sup> Quarter of 2009 commission the development of a Project Implementation Report (PIR) on the development of the <i>National School Database &amp; Information Management System (NASDIS)</i>
<b>EDU-1.8.2</b>	Based on the PIR, the DOSBE should by the 3 <sup>rd</sup> Quarter of 2009 put out a Call-for-Proposals for developing the <i>National School Database &amp; Information Management System (NASDIS)</i> and thereafter proceed to select and contract the winning proposal.

<b>EDU-1.8.3</b>	The Department of State for Basic and Secondary Education (DOSBE) should commence a pilot testing and implementation of the <i>National School Database &amp; Information Management System (NASDIS)</i> by 2 <sup>nd</sup> Quarter of 2010
<b>EDU-1.8.4</b>	Based on the successful completing of the pilot implementation of the <i>National School Database &amp; Information Management System (NASDIS)</i> , DOSBE should by 4 <sup>th</sup> Quarter of 2010 commence the full roll-out of the system
<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE)
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative
<b>EDU-1.9</b>	<b>Initiative to Set-up an ICT for Education (ICT4EDU) Unit within the Department of State for Basic and Secondary Education (DOSBE)</b>
<b>Plan-Action Specific Goals</b>	To set up a an operational Unit within DOSBE with the functional responsibility to coordinate and facilitate activities targeted at the roll-out and the integration of ICTs into The Gambia School System
<b>Plan Action Deliverable &amp; Targets</b>	
<b>EDU-1.9.1</b>	The Department of State for Basic and Secondary Education (DOSBE) should by the 3 <sup>rd</sup> Quarter of 2009 put in place mechanisms and measures to set-up the ICT for Education (ICT4EDU) Unit within DOSBE
<b>EDU-1.9.2</b>	The Department of State for Basic and Secondary Education (DOSBE) should by 4 <sup>th</sup> Quarter of 2009 set-up the ICT for Education (ICT4EDU) Unit.
<b>Candidate Implementation Agencies</b>	Department of State for Basic and Secondary Education (DOSBE)
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative

<b>EDU-2</b>	<b>The ICTs in- Higher Education Programme</b>
<b>Broad Objectives</b>	The broad objective of this initiative is to promote and facilitate the deployment and the use of ICTs and other educational delivering and learning technologies to support education, training, learning and research in the nation's higher educational institutions. The goal is to use these technologies to broaden access to high quality educational experience and as well as facilitate research work at the nation's universities, colleges and research institutions
<b>EDU-2.1</b>	<b>Initiative to Strengthen and Upgrade the ICT Resources and Capacity of the Higher Educational and Research Institutes</b>
<b>Plan-Action Specific Goals</b>	To improve and strengthen the ICT capacity and resources in the universities and colleges and research institutions  To facilitate the deployment and the use of ICTs to support teaching, learning and research the country's higher institutions of the learning and research
<b>Description of Plan-Action</b>	This initiative is aimed at assessing the ICT resource needs and requirements of the nation's universities and colleges and on the basic of this assessment develop and implement special programmes and projects aimed at expanding, extending and upgrading these resources within these institutions
	<b>Plan Action Deliverable &amp; Targets</b>
<b>EDU-2.1.1</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) working in collaboration with DOSCIIT and the nation's universities and colleges to commission a Baseline Study on the level, the state of the deployment and the exploitation of ICTs in the nation's universities, colleges and research institute.  <u>Notes:</u> This study will among other things examine: (i) the level and the scale of the deployment computers (and its resources), campus-wide networks; Internet resources (spread of access on campus and bandwidth size and throughput) within the higher educational institutions and the research institutes; and (ii) the extent of usage of ICT resources (computers, networks, Internet, computer-based learning, teaching educational management and delivery systems) to support learning and teaching in the universities and colleges and as well to support research based activities in the universities, colleges

	<p>and research institutes.</p> <p>The Study will also carry-out a needs assessment to assess and document the ICT infrastructure and facilities requirements of the universities and colleges. The financial resource mobilization implications will also need to be considered and addressed in the Study Report</p>
<b>EDU-2.1.2</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) working in collaboration with the Universities, Colleges and the Research Institutes should by the 3 <sup>rd</sup> Quarter of 2009 start the process of putting in place mechanisms, measures and schemes to mobilize the needed resources for expanding strengthening and upgrading the ICT infrastructure, capacity, resources and facilities within the nation's higher institution of learning and research
<b>EDU-2.1.3</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) working in collaboration with the Universities, Colleges and the Research Institutes should for the rest of the time-frame of the Plan (i.e. from 2010 and 2012) implement various aspects of this initiative to expand, strengthen and upgrade the ICT infrastructure, capacity, resources and facilities of the nation's universities, colleges and research institutes
<b>Candidate Implementation Agencies</b>	<p>Department of State Higher Education, Research, Science and Technology (DOSHER&amp;ST)</p> <p>Department of State for Communication, Information and Information Technology (DOSCIIT)</p> <p>Universities, Colleges, Research Institutes</p>
<b>Implementation Coordination Agency</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) will coordinate the implementation of this initiative
<b>EDU-2.2</b>	<b>Initiative to Promote the Integration of ICTs into the Curriculum of all Academic Programmes of the Universities and Colleges</b>
<b>Plan-Action Specific Goals</b>	<p>To promote and facilitate the integration of basic ICT education and training into the curriculum of all academic programmes of the nation's universities and colleges</p> <p>To encourage and facilitate the use of ICTs to support all aspects of teaching, learning and research in the higher institutions of learning</p>
<b>Description of Plan-Action</b>	This initiative is designed to promote the integration of basic computer studies, computing, Internet access and usage into all certificate, diploma and degree programmes at the nation's

	universities and colleges
<b>Plan Action Deliverable &amp; Targets</b>	
<b>EDU-2.2.1</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) in collaboration with DOSCIIT, UTG and other Tertiary Institutions should by the 2 <sup>nd</sup> Quarter of 2009 commission a Short Study to establish the extent to which the academic programmes being offered at the nation's universities and colleges have computer studies and computing integrated into the curriculums of these programmes
<b>EDU-2.2.2</b>	The Universities and Colleges should the 3 <sup>rd</sup> Quarter of 2009 develop an internationally bench-marked computer studies and hands-on computing syllabus for compulsory integration into all academic programmes of their respective institutions
<b>EDU-2.2.3</b>	The Universities and Colleges should by the 4 <sup>th</sup> Quarter of 2009 start the process of integrating the developed computer and computing syllabus into all their academic programmes
<b>EDU-2.2.4</b>	The Universities and Colleges should by the 4 <sup>th</sup> Quarter of 2010 complete the full integration of computer studies and computing in all their academic programmes
<b>Candidate Implementation Agencies</b>	Universities and Colleges  Department of State Higher Education, Research, Science and Technology (DOSHER&ST)
<b>Implementation Coordination Agency</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) will coordinate the implementation of this initiative
<b>EDU-2.3</b>	
<b>The Gambian National Research and Academic Network (NREN) Initiative</b>	
<b>Plan-Action Specific Goals</b>	To improve the Internet connectivity and resources of higher educational and research institutions.  To promote the deployment of broadband Internet connectivity and the development and deployment of a national broadband backbone network to support research and other academic work in the universities and colleges, and research institutions
<b>Description of Plan</b>	This initiative is aimed at the development and the deployment of high-bandwidth networks to interconnect the nation's universities,

<b>Action</b>	colleges and research institutes to facility research activity-based information exchange between them. This national backbone research computer network will provide a high-speed link to the Internet and as well as inter-connect the institutions with a high-bandwidth interconnection
	<b>Plan Action Deliverable &amp; Targets</b>
<b>EDU-2.3.1</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) in collaboration with DOSCIIT and the Universities and Colleges should by the 2 <sup>nd</sup> Quarter of 2009 commission The Gambian <i>National Research and Academic Network (NREN)</i> Report to develop and map-out how the proposed academic and research network will be configured and implemented to connect the country's universities, colleges and research institutions. The preparation of this report should be tied into work being undertaken under <b>EDU-2.1.1</b>
<b>EDU-2.3.2</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) in collaboration with DOSCIIT and the Universities, Colleges and the Research Institutes should by the 3 <sup>rd</sup> Quarter of 2009 start the process of putting in place mechanisms, measures and scheme to mobilize the needed resources for rolling out The Gambia <i>National Research and Academic Network (NREN)</i> based on the details of Report prepared under <b>EDU-2.3.1</b>
<b>EDU-2.3.3</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) in collaboration with DOSCIIT and the Universities, Colleges and the Research Institutes should roll-out a section of The Gambia <i>National Research and Academic Network (NREN)</i> by the 4 <sup>th</sup> Quarter of 2010. This partial roll-out should constitute close to 40-60% of the envisaged full coverage of the project.
<b>EDU-2.3.4</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) in collaboration with DOSCIIT and the Universities, Colleges and the Research Institutes should roll-out the remaining sections of The Gambia <i>National Research and Academic Network (NREN)</i> by the 4 <sup>th</sup> Quarter of 2012. .
<b>Candidate Implementation Agencies</b>	Department of State Higher Education, Research, Science and Technology (DOSHER&ST) Department of State for Communication, Information and Information Technology (DOSCIIT) Universities, Colleges, Research Institutes
<b>Implementation Coordination Agency</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) will coordinate the implementation of this initiative.

<b>EDU-2.4</b>	<b>The National Higher Education E-Learning, Distance Education and Open Learning Initiative</b>
<b>Plan-Action Specific Goals</b>	<p>To complement and supplement campus-based education and training using the facilities, tools and resources provided by the emerging e-learning support technologies and systems within the nation's universities and colleges</p> <p>To promote and facilitate broadening access to higher education through the use of e-learning educational program delivery technologies and resources broaden access to higher education within the country</p> <p>To provide opportunities for life-long learning for Gambians</p> <p>To broaden access to career development opportunities through access to online education and professional training resources to those at work and as well as to job-seekers</p>
<b>Description of Plan Action</b>	<p>This initiative is designed to promote the need for introducing e-learning mode of education and training into the country's universities and colleges to compliment and supplement campus-based (face-to-face) teaching and learning experience in these institutions.</p> <p>The availability of ranges of online and e-learning resources, delivery technologies (including those of the Internet) and learning management and support software and information systems has now made it possible for a number of conventional universities and colleges to introduce e-learning to augment their campus-based educational delivery methods and modes. The Gambian universities and colleges can also avail of these e-learning technologies and resources to improve and widen access to quality higher education to a larger number of qualified applicants</p>
<b>Plan Action Deliverable &amp; Targets</b>	
<b>EDU-2.4.1</b>	<p>The Department of State for Higher Education, Research Science and Technology (DOSHERS&amp;T) in collaboration with DOSCIIT, UTG and other Tertiary Institutions should by the 2<sup>nd</sup> Quarter of 2009 commission short Study to examine the nature, level and the scope of e-learning, distance education and open learning activities within the country's universities and colleges.</p> <p><u>Notes:</u> The Study should also examine and document the key challenges faced by these institutions in fully deploying and exploiting e-learning, distance educational and open learning</p>

	<p>technologies and resources to compliment and supplement campus-based face-to-face teaching and learning. The Study Report should also provide a clear road-map as to how Gambian universities and colleges should go about developing, deploying e-learning systems within their respective institutions</p> <p>Specific recommendations will need to be made in relation to the prospects of fully introducing e-learning into The Gambian universities and the resource mobilization implications and challenges and how to address them.</p>
<b>EDU-2.4.2</b>	UTG and other Tertiary Institutions should by the 2 <sup>nd</sup> Quarter of 2010 start the process of mobilizing the various financial and technological resources to develop and deploy e-learning systems to support their academic programmes
<b>EDU-2.4.3</b>	UTG and other Tertiary Institutions depending on their size and the nature of their academic programmes should by 4 <sup>th</sup> Quarter of 2011 deliver 40 -55% of their academic programmes either partially or fully on an e-learning and open learning platform.
<b>EDU-2.4.4</b>	UTG and other Tertiary Institutions depending on their size and the nature of their academic programmes should by 4 <sup>th</sup> Quarter of 2013 deliver the majority of their academic programmes either partially or fully on an e-learning and open platform.
<b>Candidate Implementation Agencies</b>	<p>Department of State Higher Education, Research, Science and Technology (DOSHER&amp;ST)</p> <p>Department of State for Communication, Information and Information Technology (DOSCIIT)</p> <p>UTG and other Tertiary Institutions</p> <p>Research Institutes</p>
<b>Implementation Coordination Agency</b>	The Department of State for Higher Education, Research Science and Technology (DOSHERS&T) will coordinate the implementation of this initiative

# THE ICTs-COMMUNITIES ACTION PLAN

## **Preamble**

Broadening access to ICTs within the wider community in the urban and rural areas is essential if Gambia is to take full advantage of these technologies and their resources to improve the social and economic outcomes and fortunes of its people. Promoting universal access to ICTs through its deployment and exploitation within rural and urban communities especially in the deprived and underserved communities of the society can to a large extent contribute to improving access to essential government and other social services for example, in areas like education, health and to public information services and resources.

Increasing the penetration of computers within the population, promoting IT literacy, improving community access to e-services, promoting the setting-up of multimedia community-based access points and centers, facilitating the involvement of women in ICTs are just some of the initiatives that can be targeted to promote the deployment and exploitation of ICTs within the communities to contribute toward the development of and the active participation of population at large in The Gambia information society and economy.

## **The Broad Objectives of the Action Plan**

The broad objectives of this sub-plan is to promote, support and facilitate the deployment and exploitation of ICTs within the wider community to improve access to these technologies, their resources and services like Internet, e-government, e-education, e-commerce, e-health services among others. The focus is on popularizing the use of ICTs in all sections of The Gambian society in both the rural and urban areas.

The programmes of this sub-plan are in-line with the vision to transform Gambia into an ICT literate nation with its citizen having basic ICT literacy and should be able to access e-government, e-health, e-education, e-agriculture systems using the tools and the resources provided by the information and communications technologies.

## **The Structure of the Action Plan**

The Gambian *ICTs in Communities Action Plan* is made up of a number of specific Plan Actions relating to specific initiatives or projects of the Plan. Each of the Plan-Actions is documented in terms of their specific objectives, deliverables, targets and candidate implementation agencies.

## **DETAILS OF THE ICTs-in-COMMUNITIES ACTION PLAN PROGRAMMES AND INITIATIVES**

<b>CNT-1.1</b>	<b>The National ICT Awareness Literacy Project</b>
<b>Plan-Action Specific Goals</b>	<p>To promote national ICT awareness and literacy</p> <p>To facilitate and promote ICT literacy in the population at large through the implementation of special initiatives targeting both the formal and informal educational system</p> <p>To transform Gambia into an ICT literate Nation</p>
<b>Description of Plan Action</b>	<p>This initiative is designed to carry-out a widespread computer awareness and ICT literacy education throughout the throughout the country. The initiative is to compliment computer education and training in the schools. The focus here is on the community at large with the aim to transform Gambian into an ICT literate nation with its population adequately aware of what computers can be used for and to prepare them for the information society and economy.</p>
<b>Plan Action Deliverable &amp; Targets</b>	
<b>CNT-1.1.1</b>	<p>The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with DOSCIIT and other key stakeholders should by the 2<sup>nd</sup> Quarter of 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan an initiative targeted at promoting ICT awareness and computer literacy at all levels of The Gambia educational system</p>
<b>CNT-1.1.2</b>	<p>The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with DOSCIIT and other key stakeholder agencies should by the 2<sup>nd</sup> Quarter of 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan a special initiative targeted at promoting a national computer education and awareness initiative throughout the country targeting various urban and rural communities</p>
<b>CNT-1.1.3</b>	<p>The Department of State for Basic and Secondary Education (DOSBE) in collaboration with the Local Government Authorities and Agencies should by the 2<sup>nd</sup> Quarter of 2009 set up a number of <i>Community-based ICT Literacy and Training Centers</i>, starting with at least two centers in each Local Government Area (LGA). This number should be increased appropriately during the remaining of the time-frame of the Plan</p>
	<p>Department of State for Basic and Secondary Education (DOSBE) Department of State for Communication, Information and</p>

<b>Candidate Implementation Agencies</b>	Information Technology (DOSCIIT) Department of State for Local Government, Lands and Religious Affairs (DOSLGL & RA) Local Government Authorities (LGAs) Technology (DOSCIIT) Department of Information Gambia Radio and Television Services Gambia Press Union National Federation of Community Radios
<b>Implementation Coordination Agency</b>	The Department of State for Basic and Secondary Education (DOSBE) will coordinate the implementation of this initiative in collaboration with DOSCIIT and DOSLGL&RA
<b>CNT-1.2</b>	<b>The National Multi-Purpose Community Telecenter Project</b>
<b>Plan-Action Specific Goals</b>	To promote and support the setting up of community-based multipurpose telecenters to provide community access to the Internet and its resources
<b>Description of Plan Action</b>	This project is designed to provide computer-based resources within the rural and urban communities to among other things serve as community based resources for accessing Internet and other ICT resources. The initiative will be targeted at both urban and rural communities and efforts will be made to extend coverage to the entire country.
<b>Plan Action Deliverable &amp; Targets</b>	
<b>CNT-1.2.1</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) should by the 2 <sup>nd</sup> Quarter of 2009 commission a project document on the setting up of <i>Multi-Purpose Community Telecenters</i> throughout the country. This report should address issues relating to cost of rolling-out these centers and as well as issues relating to the phase-wise implementation of the project including the computer and human resources requirements at each stage of the project
<b>CNT-1.2.2</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) working in collaboration with PURA and other Government Departments and Agencies should use the Universal Access Fund to by the 4th Quarter of 2009 commence the pilot implementation of the project targeting a selected number of urban and rural communities throughout the country.
<b>CNT-1.2.3</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) working in collaboration with PURA and other Government Departments and Agencies should use

	the Universal Access Fund should throughout the remaining time-frame of the ICT4D-2012 Plan set-up a critical mass of <i>Multi-Purpose Community Telecenters</i> in urban and rural communities throughout the country.
<b>CNT-1.2.4</b>	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior (DOSI) and DOSCIIT should by the 3 <sup>rd</sup> Quarter of 2009 initiate a project to set-up Multi-purpose Community Telecenters in Military and Police Barracks and Facilities throughout the country
<b>CNT-1.2.5</b>	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior (DOSI) and DOSCIIT should by the end of the 4 <sup>th</sup> Quarter of 2009 commence the implementation of the project on a pilot basis for one year, and target achieving a coverage of about 30% of the Military and Police Barracks and Facilities through the country
<b>CNT-1.2.6</b>	The Department of State for Defense (DOSD) working in collaboration with the Department of State for Interior (DOSI) and DOSCIIT should by the 4 <sup>th</sup> Quarter of 2010 commence the full implementation of the project and target setting up of the Multi-purpose Community Telecenters in close to 75% -100% of the Military and Police Barracks and Facilities through the country by the end of the time-frame of the ICT4D-2012 Plan
<b>Candidate Implementation Agencies</b>	Department of State for Defense (DOSD) Department of State for Interior (DOSI) Department of State for Communication, Information and Information Technology (DOSCIIT)
<b>Implementation Coordination Agency</b>	The Department of State for Defense (DOSD) will coordinate the implementation of this initiative in collaboration with DOSCIIT.
<b>CNT-1.3</b>	<b>The Gambian Computer–For-All Initiative</b>
<b>Plan-Action Specific Goals</b>	To promote home ownership of computers  To promote PC penetration and the diffusion of ICTs within rural and under-served communities
<b>Description of Plan Action</b>	The initiative is designed to increase the computer penetration within rural and urban communities by making it possible for a larger percentage of The Gambia population to own computers.  The initiative will involve putting in place mechanisms to make computer affordable to Gambians and as well as promote the local assembly of computers. Efforts will also be made as part of this initiative to make computers available in the schools and in higher

	learning institutions in larger numbers in order to improve the pupil-to-computer ratio in the schools and as well as the student-to-computer ratio in the nation's universities and colleges. Home ownership of computers will also be promoted and encouraged as part of this initiative.
	<b>Plan Action Deliverable &amp; Targets</b>
<b>CNT-1.3.1</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) working with relevant Government Departments and Agencies as well as private sector sponsors and stakeholders, should by the 2nd Quarter of 2009 launch The Gambian <i>Computer-for-All (GC4A)</i> initiative
<b>CNT-1.3.2</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) in collaboration with DOSFEA and working with the Banks and other Financial institutions should by the 4 <sup>th</sup> Quarter of 2009 launch a loan/credit scheme to enable civil servants including teachers and as well as university and college students procure computers
<b>CNT-1.3.3</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) working in collaboration with DOSFEA should by the 3 <sup>rd</sup> Quarter of 2009 launch a national scheme to encourage and support local production of PCs. This scheme should provide tax and other incentives to local computer assembly companies and as well as encourage and facilitate the local purchase of their computers by Government Departments, and the educational institutions
<b>CNT-1.3.4</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) working in collaboration with other Government Departments and Agencies should by the 2 <sup>nd</sup> Quarter 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan other special community-based ICT initiatives to promote PC penetration and usage within local communities
<b>CNT-1.3.5</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) in collaboration with DOSFEA and other relevant Agencies should by the 3 <sup>rd</sup> Quarter of 2009 put in place and implement a special initiative and incentive package aimed at promoting and facilitating the home ownership of computers
<b>CNT-1.3.6</b>	The Department of State for Defense (DOSD) and the Department of Interior (DOSI) working in collaboration with DOSFEA and the Banks, should by the 4 <sup>th</sup> Quarter of 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan a financing and credit scheme to make it possible for members of the Military and as well as members of the Police Service and other security agencies to procure computers.

<b>Candidate Implementation Agencies</b>	Department of State for Communication, Information and Information Technology (DOSCIIT) Department of State for Finance and Economic Affairs (DOSFEA) Department of State for Defense Department of State for Interior Department of State for Trade, Industry and Employment Banks and other Financial Institutions and Agencies.
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with DOSFEA
<b>CNT-1.4</b>	<b>The Community Access to E-Services Initiative</b>
<b>Plan-Action Specific Goals</b>	To facilitate widespread access to e-Services: E-Government, E-Health, E-Learning, E-Commerce Service within local communities
<b>Description of Plan Action</b>	The initiative is designed to facilitate and improve community access to e-services including those of e-government, e-learning, e-health services among others. The initiative will therefore involve putting in place mechanisms and the implementation of specific projects and programs that will make it possible for the community at large to access these services.
	<b>Plan Action Deliverable &amp; Targets</b>
<b>CNT-1.4.1</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) in collaboration with other relevant Government Departments and Agencies should by the 3 <sup>rd</sup> Quarter of 2009 put in place and implement throughout the time-frame of the ICT4D-2012 Plan special initiatives, targeted at encouraging, promoting and facilitating the widespread access to information and communications technologies services and e-applications and services within all communities
<b>CNT-1.4.2</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) working in partnership other Government Departments and Agencies should by the 4 <sup>th</sup> Quarter of 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan special initiatives targeted at speeding up the process of the provision of e-government, e-health, e-learning, e-commerce services within the country
<b>CNT-1.4.2</b>	DOSJ working of The Gambia Parliament should by the 4 <sup>th</sup> Quarter of 2010 takes steps to enact Freedom of Information Act
<b>Candidate Implementation Agencies</b>	Department of State for Communication, Information and Information Technology (DOSCIIT) Department of State for Justice (DOSJ) Public Utilities Regulatory Authority (PURA)

	<p>Department of State for Health &amp; Social Welfare (DOSHSW)          Department of Information          NRS          NGO Affairs Office          Community Development Services</p>
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with PURA
<b>CNT-1.5</b>	<b>The Local Content and Indigenous Knowledge and Heritage Initiative</b>
<b>Plan-Action Specific Goals</b>	<p>To promote the development of and access to local content and indigenous knowledge information resources and systems</p> <p>To support local and community-based media and the use of traditional media and new technologies for facilitating the use of local languages and for documenting and preserving local heritage</p>
<b>Description of Plan Action</b>	This initiative is designed to facilitate the development and the deployment of various resources and systems to promote and support widespread community-based access to local and indigenous knowledge and resources. The focus is on promoting and encouraging the development of local resources and capacity to support content development and delivery targeting local and indigenous knowledge and resources.
<b>Plan Action Deliverable &amp; Targets</b>	
<b>CNT-1.5.1</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) in collaboration with other relevant Government Departments and Agencies should by the 3 <sup>rd</sup> Quarter of 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan special initiatives targeted at promoting, and supporting the development of local content and applications in the area of information and communications technologies
<b>CNT-1.5.2</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) in collaboration with other relevant Government Departments and Agencies should by the 3 <sup>rd</sup> Quarter of 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan special initiatives targeted developing local <i>content and indigenous knowledge systems</i> in local Gambian languages
<b>Candidate Implementation</b>	<p>Department of State for Communication, Information and Information Technology (DOSCIIT)          Department of State for Tourism and Culture (DOSTC)</p>

<b>Agencies</b>	National Centre for Arts and Culture Community Development Services National Cultural Associations Local ICT Organizations
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with DOSTC
<b>CNT-1.6</b>	<b>The Community-based Information Processing and Access Facility Initiative</b>
<b>Plan-Action Specific Goals</b>	To set-up Local Data Processing and Access Centers (LDPC) and Community Electronic Information Kiosks
<b>Description of Plan Action</b>	The initiative is designed to facilitate the development of community-based centers equipped with computers and other information processing equipments and resources to serve as data processing and access centers for the community. Households and SMEs without their own computing resources could use the facilities of these centers to meet their computing needs.
	<b>Plan Action Deliverable &amp; Targets</b>
<b>CNT-1.6.1</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) in collaboration with other relevant Government Departments and Agencies should within the time-frame of the ICT4D-2012 set up a number of <i>Local Data Processing Centers (LDPC)</i> in urban and rural communities to provide various types of computing services to SMEs, and the self-employed
<b>CNT-1.6.2</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) in collaboration with other relevant Government Departments and Agencies should within the time-frame of the ICT4D-2012 set up a critical mass of <i>Community Electronic Information Kiosks (CEIKs)</i> in urban and rural communities throughout the country to serve as one-stop shops for online access to information government services and community-based information and announcements
<b>Candidate Implementation Agencies</b>	Department of State for Communication, Information and Information Technology (DOSCIIT) Department of State for Finance and Economic Affairs (DOSFEA) Department of State for Trade, Industry and Employment (DOSTIE) Community Development Services CSOs & NGOs
<b>Implementation Coordination Agency</b>	DOSCIIT will coordinate the implementation of this initiative in collaboration with DOSTIE

<b>CNT-1.7</b>	<b>The National Women-in-ICT Project</b>
<b>Plan-Action Specific Goals</b>	To promote and facilitate the active involvement of Women in the ICT sector and industry
<b>Description of Plan Action</b>	<p>This initiative is designed to put in place and implement special projects and programs aimed at improving and increasing the involvement of women in ICTs initiatives and activities in the country</p> <p>The focus will be on implementing special initiatives targeted at: (i) increasing the proportion of women involve in the ICT sector and industry targeting, their level of involvement in terms of ownership and operators of ICT businesses, and as well as increasing the proportion of women in top management positions in the ICT industry; (ii) improving the enrollment of women on computer science/IT or ICT related courses and programs in the nation's training institutions, universities and colleges; and (iii) increasing the percentage of women in the ICT workforce.</p>
<b>Plan Action Deliverable &amp; Targets</b>	
<b>CNT-1.7.1</b>	The Women's Bureau working in collaboration with DOSCIIT and other relevant Government Departments and Agencies should by the 2nd Quarter of 2009 set-up a <i>National Task Force on 'Women-in-ICTs'</i> to initiate and coordinate the implementation of various programmes, initiatives and special projects targeted at promoting and ensuring the active participation of Gambian women in ICTs.
<b>CNT-1.7.2</b>	The Women's Bureau working in collaboration with the <i>National Task Force on 'Women-in-ICTs'</i> should by the 3 <sup>rd</sup> Quarter of 2009 commission the preparation of a Report: <i>The Gambian Agenda for Active Involvement of Women in ICTs'</i> to spell out the details of how this initiative will be implemented and coordinated including addressing issues relating to resource mobilization and coordination to implement the identified projects and special initiatives
<b>CNT-1.7.3</b>	<p>The Women's Bureau working in collaboration with the <i>National Task Force on 'Women-in-ICTs'</i> should by the 1<sup>st</sup> Quarter of 2010 commerce the implementation of specific projects, programmes and initiatives identified for implementation in the Report: <i>The Gambian Agenda for Active Involvement of Women in ICTs'</i></p> <p>These should among others include (but not limited to) those targeted: (i) increasing the proportion of women involve in the ICT sector and industry targeting, their level of involvement in terms of ownership and operators of ICT business, and as well as increasing the proportion of women in top management positions in the ICT industry; (ii) improving the enrollment of women on computer</p>

	science/IT or ICT related courses and programs in the nation's training institutions, universities and colleges; and (iii) increasing the percentage of women in the ICT workforce.
<b>Candidate Implementation Agencies</b>	The Women's Bureau Department of State for Communication, Information and Information Technology (DOSCIIT) Department of State for Finance and Economic Affairs (DOSFEA) Public Utilities Regulatory Authority (PURA)
<b>Implementation Coordination Agency</b>	The Women's Bureau will coordinate the implementation of this initiative in collaboration with DOSTC
<b>CNT-1.8</b>	
	<b>Initiative for Promoting Universal Access to ICTs and Community-based Communications and Mass Media Services &amp; Resources</b>
<b>Plan-Action Specific Goals</b>	To encourage and facilitate universal access to ICTs, communications services and media resources and services within rural and urban communities throughout the country
<b>Description of Plan Action</b>	This initiative is designed to facilitate the implementation of specific projects and programmes targeted at universal access to ICTs and other communications services and media resources by the public at large
<b>Plan Action Deliverable &amp; Targets</b>	
<b>CNT-1.9.1</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) working in collaboration with other relevant Agencies should by the 3 <sup>rd</sup> Quarter of 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan special initiatives, aimed at promoting the deployment and the use of ICTs to facilitate universal access to public and government information and services to support and promote good governance
<b>CNT-1.9.2</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) in collaboration with other relevant Agencies including PURA should by the 3 <sup>rd</sup> Quarter of 2009 put in place and implement within the time-frame of the ICT4D-2012 Plan special initiatives, aimed at promoting the deployment and the rolling-out community radio stations within rural and urban communities within the country.
<b>Candidate Implementation Agencies</b>	Department of State for Communication, Information and Information Technology (DOSCIIT) Public Utilities Regulatory Authority (PURA) Gambia Radio and Television Services Gambia Press Union Community Development Services

	CSOs & NGOs International Development Partners
<b>Implementation Coordination Agency</b>	The Department of State for Communication, Information and Information Technology (DOSCIIT) will coordinate the implementation of this initiative in collaboration with DOSTC

## **THE INCORPORATION OF THE WSIS PLAN OF ACTION PROGRAMMES AND INITIATIVES INTO THE ICT4D-2012 PLAN**

### **Preamble**

The World Summit on the Information Society (WSIS) as a UN initiative is designed to "build the framework of an all-inclusive and equitable information society" and find ways to use ICTs to advance development goals in the developed and developing countries. At the WSIS summit held in Geneva (2003) and in Tunis (2005) respectively, member states of the UN including The Gambia agreed on a Plan of Action, which includes a comprehensive list of eleven main "action lines" to be implemented by various stakeholders (Governments, the international community, the business sector and civil society).

The two WSIS Summits, recognizes the need to "marshal the global consensus and commitment required to promote the urgently needed access of all countries to information, knowledge and communication technologies for development so as to reap the full benefits of the ICTs and other emerging technologies.

The WSIS Plan of Action is based on a common vision and guiding principles aimed at implementing concrete action lines to advance the achievement of the internationally-agreed development goals, including those in the Millennium Declaration, the Monterrey Consensus and the Johannesburg Declaration and Plan of Implementation, by promoting the use of ICT-based products, networks, services and applications, and to help countries overcome the digital divide.

The information society as envisaged by the WSIS process is an evolving concept that has reached different levels across the world, reflecting the different stages of development. Technological and other change is rapidly transforming the environment in which the information society is developed. The WSIS Plan of Action is thus an evolving platform to promote the development of the information society at the national, regional and international levels.

The broad objectives of the WSIS Plan of Action are therefore to build an inclusive information society; to put the potential of knowledge and ICTs at the service of development; to promote the use of information and knowledge for the achievement of internationally agreed development goals, and to address new challenges of the information society, at the national, regional and international levels.

Central to the objectives of the WSIS Plan of Action is the need to identify specific targets for the information society within national e-strategy frameworks and in accordance with national development policies, taking into account the different national circumstances. Such targets can serve as useful benchmarks for actions and for the evaluation of the progress made towards the attainment of the overall objectives of the information society. Some of these WSIS targets adopted for achievement within each of the national e-strategy frameworks include to:

- connect villages with ICTs and establish community access points;
- connect universities, colleges, secondary schools and primary schools with ICTs;
- connect scientific and research centres with ICTs;
- adapt all primary and secondary school curricula to meet the challenges of the information society, taking into account national circumstances;
- ensure that all of the world's population have access to television and radio services;
- connect public libraries, cultural centres, museums, post offices and archives with ICTs;
- connect health centres and hospitals with ICTs;
- connect all local and central government departments and establish websites and email addresses;
- encourage the development of content and to put in place technical conditions in order to facilitate the presence and use of all world languages on the Internet;
- ensure that more than half the world's inhabitants have access to ICTs within their reach.

### **On the WSIS Plan 'Action Lines'**

On the whole the WSIS 'action lines' cover all aspects of the information society, ranging from economic, capacity development, legal, health and education matters to media, culture and the environment. The 11 main 'action lines' focuses on:

- Ensuring the role of governments and all stakeholders in the promotion of ICTs for development
- Facilitating the development of the information and communication infrastructure as an essential foundation for the information society
- Promoting access to information and knowledge
- Facilitating capacity building include those relating to human resource development
- Building confidence and security in the use of ICTs
- Promoting and facilitating the requisite enabling environment for the development of the information society
- Promoting ICT applications that will benefits all aspects of life including those relating to: E-government, E-business, E-learning, E-health, E-employment, E-environment, E-agriculture and E-science
- Promoting and ensuring cultural diversity and identity, linguistic diversity and local content
- Supporting various aspects of the media
- Promoting ethical dimensions of the Information Society
- Encouraging international and regional cooperation

To ensure that The Gambian ICT4D-2012 Plan is WSIS-complaint, the Plan incorporates various relevant elements of the WSISS Plan 'action lines' as specific and concrete programmes and initiatives. The focus during this phase of the ICT4D-2012 Plan is on those action lines relating to capacity and skill development, ICTs-in-Education and ICTs-in-Community.

**The WSIS Plan of Action Programme and Initiatives Incorporated**

**into The Gambian ICT4D-2012 Action Plan**

**The WSIS ICTs-in-Education Programmes and Initiatives**

<b>WSIS-EDU-1</b>	<b>National Literacy Initiative Through ICTs</b>
<b>WSIS Plan-Action Specific Goals</b>	<p>To address the challenges of illiteracy using ICTs at national, and regional levels.</p> <p>To eradicate adult illiteracy</p>
<b>WSIS Plan Action Deliverables &amp; Targets</b>	<p>1. The Department of State for Basic and Secondary Education (DOSBE) should by the 2<sup>nd</sup> Quarter of 2009 set-up a special Task Force to prepare and submit a report on how to support national literacy campaign initiatives through the use of ICTs. The Report of the Task Force should be completed and submitted by 4<sup>th</sup> Quarter of 2009</p> <p>2. The Department of State for Basic and Secondary Education (DOSBE) working with other Stakeholder institutions and establishments should by the 2nd Quarter of 2010 commence the implementation of the Report on a pilot basis</p> <p>3. The Department of State for Basic and Secondary Education (DOSBE) working with other key Stakeholder organizations in the public and private sector including NGOs should commence the full implementation of the initiative on a national basis by 4<sup>th</sup> Quarter of 2011</p>
<b>WSIS-EDU-2</b>	<b>The National E-literacy Skills Initiative</b>
<b>WSIS Plan-Action Specific Goals</b>	<p>To promote e-literacy skills for all, through the use of facilities such as e-libraries, multipurpose community centres, public access points and local ICT training centres</p> <p>To ensure that young people are equipped with knowledge and skills to use ICTs.</p>
<b>WSIS Plan Action Deliverables &amp; Targets</b>	<p>The Department of State for Basic and Secondary Education (DOSBE) working with other relevant Government Departments and Agencies and as well as with Education and Training-Focus NGOs should by the 3<sup>rd</sup> Quarter of 2009 initiate the pilot implementation of the National E-literacy skills Initiative for a period of one year and take necessary steps to facilitate the full-scale implementation of the initiative on a national basis for the remaining duration of the ICT4D-2012 Plan.</p>
<b>WSIS-EDU-3</b>	<b>Initiative to Promote ICT-Based Education Delivery</b>
<b>WSIS Plan-Action Specific Goals</b>	<p>To develop and implement pilot projects to demonstrate the power and the impact of ICT-based alternative educational delivery systems.</p>

<p><b>WSIS Plan Action Deliverables &amp; Targets</b></p>	<p>The Department of State for Basic and Secondary Education (DOSBE) should during the time-frame of the ICT4D-2012 Plan work with local and international partners involve in the promotion of ICT-enabled education and training to set-up and implement special projects and initiatives targeted at demonstrating the power of ICTs and other educational delivery technologies and tools to support education delivery in the schools and other training institutions.</p>
<p><b>WSIS-EDU-4</b></p>	<p><b>The ICTs and Gender Initiative</b></p>
<p><b>WSIS Plan-Action Specific Goals</b></p>	<p>To remove the gender barriers to ICT education and training and promoting equal training opportunities in ICT-related fields for women and girls.</p> <p>To integrate gender perspectives in ICT education and increasing the number of women in ICT careers</p>
<p><b>WSIS Plan Action Deliverables &amp; Targets</b></p>	<p>1. The Government Department responsible for gender, working in collaboration with DOSBE, DOSHERS&amp;T and other relevant Agencies should by the 2<sup>nd</sup> Quarter of 2009 commission a <i>Project Implementation Report (PIR)</i> detailing special projects that could be implemented as part of this initiative. The report should also provide details of the resource mobilization implementations of each of the identified projects and as well as details of implementation agencies and implementation time-lines.</p> <p>2. The full-scale implementation of the initiative should commence by the 4<sup>th</sup> Quarter of 2009.</p>
<p><b>WSIS-EDU-5</b></p>	<p><b>The Gender-Sensitive Curriculum Development Initiative</b></p>
<p><b>WSIS Plan-Action Specific Goals</b></p>	<p>To develop gender-sensitive curricula in formal and non-formal education for all and enhancing communication and media literacy for women with a view to building the ICT skills and capacity of girls and women</p>
<p><b>WSIS Plan Action Deliverables &amp; Targets</b></p>	<p>1. The Department of State for Basic and Secondary Education (DOSBE) should by the 2<sup>nd</sup> Quarter of 2009 set-up a special Task Force on the development of a gender-sensitive curriculum in formal and non-formal education aimed at building the ICT skills and capacity of girls and women</p> <p>2. The Department of State for Basic and Secondary Education (DOSBE) working in collaboration with other key stakeholders should commence the implementation of the curriculum in the schools and other training institutions on a pilot basis by 2<sup>nd</sup> Quarter of 2010.</p> <p>3. The Department of State for Basic and Secondary Education</p>

(DOSBE) working in collaboration with other key stakeholders should roll-out the curriculum on a national basis by the 4<sup>th</sup> Quarter of 2011

## The WSIS ICTs-in-Communities Programmes and Initiatives

<b>WSIS-CNT-1</b>	<b>Initiative to Promote Access to World's Medical Information and Health Related Local Content</b>
<b>WSIS Plan-Action Specific Goals</b>	To facilitate access to the world's medical knowledge and locally-relevant content resources for strengthening public health research and prevention programmes and promoting women's and men's health, such as content on sexual and reproductive health and sexually transmitted infections, and for diseases that attract full attention of the world including HIV/AIDS, malaria and tuberculosis.
<b>WSIS Plan Action Deliverables &amp; Targets</b>	The Department of State for Health & Social Welfare (DOSHSW) working with DOSHERS&T and other key State Agencies and Institutions should by the 2 <sup>nd</sup> Quarter of 2009 initiate the implementation of this project through the commissioning of a project implementation report (PIR). The full implementation of the project should commence by the 4 <sup>th</sup> Quarter of 2009
<b>WSIS-CNT-2</b>	<b>Initiative to facilitate the Monitoring and Control of Communicable Diseases Using ICTs</b>
<b>WSIS Plan-Action Specific Goals</b>	To facilitate the monitoring and control of the spread of communicable diseases, through the improvement and the use of computer-based resources and information systems.
<b>WSIS Plan Action Deliverables &amp; Targets</b>	The Department of State for Health & Social Welfare (DOSHSW) working with other key State Agencies and Institutions should by the 2 <sup>nd</sup> Quarter of 2009 commission a <i>Project Implementation Report (PIR)</i> to initiate the implementation of this project. The PIR should among other things provide details of the resources required to implement the project, and how the project can be piloted and then implemented on full scale with and national coverage.
<b>WSIS-CNT-3</b>	<b>Initiative to Promote the Use of International Standards for Health Information Exchange and Access</b>
<b>WSIS Plan-Action Specific Goals</b>	To develop and use international standards for the exchange of health data and information taking due account of privacy concerns.
<b>WSIS Plan Action Deliverables &amp;</b>	The Department of State for Health & Social Welfare (DOSHSW) working with the Medical Research Council and other key State Agencies and Health Institutions should by the 2 <sup>nd</sup> Quarter of 2009

<b>Targets</b>	put in place mechanisms to kick-start the implementation of this initiative. A key first-stage activity of this initiative should be targeted at the compilation of specific international standards, guidelines and best practices that need to be adopted.
<b>WSIS-CNT-4</b>	<b>Project to Promote the use of ICTs to Extend Access to Health Information to Remote and Under-served Communities</b>
<b>WSIS Plan-Action Specific Goals</b>	To encourage the adoption of ICTs to improve and extend health-care and health information systems to remote and underserved areas and vulnerable populations, recognizing women's roles as health providers in their families and communities
<b>WSIS Plan Action Deliverables &amp; Targets</b>	The Department of State for Health & Social Welfare (DOSHSW) working with other key State Agencies and Health Institutions should by the 2 <sup>nd</sup> Quarter of 2009 develop guidelines for the implementation of this initiative and as well as identify and provide details of specific projects (including their resource requirements, timelines and other project implementation specifics) that will be implemented under the initiative.
<b>WSIS-CNT-5</b>	<b>National Programme to facilitate the Use of ICTs to Facilitate and Support Continuous Medical Education and Research</b>
<b>WSIS Plan-Action Specific Goals</b>	To promote collaborative efforts of the Government, planners, health professionals, and other agencies along with the participation of international organizations for creating a reliable, timely, high quality and affordable health care and health information systems and for promoting continuous medical training, education, and research through the use of ICTs, while respecting and protecting citizens' right to privacy.
<b>WSIS Plan Action Deliverables &amp; Targets</b>	<p>1. The Department of State for Health and Social Welfare (DOSHSW) working with DOSHERS&amp;T and University of The Gambia Medical School and other Health and Medical Institutions should by the 2nd Quarter of 2009 initiate the implementation of this initiative and as well as partner with international organizations to mobilize the necessary resources for commencing the implementation of the initiative</p> <p>2. The University of The Gambia Medical School and other Health and Medical Institutions should by 4<sup>th</sup> Quarter of 2009 develop the requisite curriculum and commence the process of mobilizing and developing the envisaged health care and health information systems for supporting continuous medical training, education, and research in The Gambia</p>
<b>WSIS-CNT-6</b>	<b>Programme to Promote the Participation of Women in the</b>

	<b>ICT Sector and Industry</b>
<b>WSIS Plan-Action Specific Goals</b>	To promote entrepreneurship, innovation and investment, within the ICT sector and with particular reference to the promotion of participation by women in the ICT industry
<b>WSIS Plan Action Deliverables &amp; Targets</b>	The Department of State for Basic and Secondary Education (DOSBE) working in partnership with the Department of State responsible for Gender; The Gambia Chamber of Commerce and DOSTIE should by the 3 <sup>rd</sup> Quarter of 2009 initiate the process of setting-up and implementing a national initiative targeted at promoting the participation of women in The Gambia ICT Industry.
<b>WSIS-CNT-7</b>	<b>National Initiative to Promote the Participation of SMEs in ICT-Related Projects and Initiatives</b>
<b>WSIS Plan-Action Specific Goals</b>	To assist small and medium-sized enterprises (SMEs) in increasing their competitiveness by streamlining administrative procedures, facilitating their access to capital and enhancing their capacity to participate in ICT-related projects.
<b>WSIS Plan Action Deliverables &amp; Targets</b>	The Department of State responsible for Industry and Commerce and DOSCIIT working in partnership with the Department of State responsible for SMEs; and The Gambia Chamber of Commerce and Industry should by the 3 <sup>rd</sup> Quarter of 2009 put in place mechanisms to facilitate the commencement of the initiative
<b>WSIS-CNT-8</b>	<b>Programme to Promote Diversity of Culture Through ICTs</b>
<b>WSIS Plan-Action Specific Goals</b>	To promote diversity of cultural expression and indigenous knowledge and traditions through the creation of varied information content and the use of different methods, including the digitization of the educational, scientific and cultural information.
<b>WSIS Plan Action Deliverables &amp; Targets</b>	The Department of State responsible for Art and Culture working in partnership with DOSHERS&T, DOSBE and DOSCIIT should by 3 <sup>rd</sup> Quarter of 2009 take steps to commence the implementation of this initiative.
<b>WSIS-CNT-9</b>	<b>Initiative to Develop and Promote Access to Digital Archives and Repositories</b>
<b>WSIS Plan-Action Specific Goals</b>	To develop and implement systems for ensuring continued access to archived digital information and multimedia content in digital repositories, and support archives, cultural collections and libraries as the memory of humankind.
<b>WSIS Plan Action Deliverables &amp; Targets</b>	The Department of State responsible for the National Archives and the National Library should by the 4 <sup>th</sup> Quarter of 2009 initiate the implementation of this project
<b>WSIS-CNT-10</b>	<b>National Initiative to Promote Access to Information and ICT Resources through Multi-Purpose Community Access Points and Facilities</b>

<p><b>WSIS Plan-Action Specific Goals</b></p>	<p>To set up sustainable multi-purpose community public access points, for providing affordable public access to various communication resources, notably the Internet</p> <p>To facilitate the provision of access through various communication resources, notably the Internet, to public official information.</p> <p>To facilitate access, including free and affordable access to open access journals and books, and open archives for scientific information.</p>
<p><b>WSIS Plan Action Deliverables &amp; Targets</b></p>	<ol style="list-style-type: none"> <li>1. The Department of State for Information, Communications and Information Technology (DOSCIIT) working in partnership with other State Agencies and Institutions should by the 2<sup>nd</sup> Quarter of 2009 mobilize resources and commence the implementation of this initiative</li> <li>2. The Department of State for Information, Communications and Information Technology (DOSCIIT) should set up the Multi-Purpose Community Access Points in a selected number of urban and rural communities and achieve a national coverage of about 10% by the 4<sup>th</sup> Quarter of 2009</li> <li>3. The Department of State for Information, Communications and Information Technology (DOSCIIT) should subsequently achieve the following national coverage in terms of the setting up of the Multi-Purpose Community Access Points in urban and rural communities throughout the country. Coverage of: 35% by 4<sup>th</sup> Quarter of 2010; 50% by 2<sup>nd</sup> Quarter of 2010; 75% by 4<sup>th</sup> Quarter of 2010 and 100% by 4<sup>th</sup> Quarter of 2012</li> </ol>
<p><b>WSIS-CNT-11</b></p>	<p><b>Legislation on Access to Information and Preservation of Public Information</b></p>
<p><b>WSIS Plan-Action Specific Goals</b></p>	<p>To facilitate the enactment of legislation on access to information and the preservation of public information and data, notably in the area of the new technologies</p>
<p><b>WSIS Plan Action Deliverables &amp; Targets</b></p>	<p>The State Department of Justice (DOSJ) working in collaboration with The Gambian Parliament should by the 2<sup>nd</sup> Quarter of 2010 enact The Gambia <i>Data Access and Protection Act</i> on access to information, privacy and the preservation of public information</p>
<p><b>WSIS-CNT-12</b></p>	<p><b>The Local Content Development &amp; Translation Initiative</b></p>
<p><b>WSIS Plan-Action Specific Goals</b></p>	<p>To support local content development, translation and adaptation, digital archives, and diverse forms of digital and traditional media by local authorities.</p> <p>To promote the creation of varied local and national content,</p>

	including facilitating ICT-based work in all artistic fields through public-private partnerships
<b>WSIS Plan Action Deliverables &amp; Targets</b>	<p>The Department of State for Local Government &amp; Lands &amp; Religious Affairs (DOSLGL&amp;RA) working in collaboration with Local Government Institutions and Agencies and private sector partners should by 3<sup>rd</sup> Quarter of 2009 mobilize resources to commence the implementation of this project on a pilot basis in selected local governments</p> <p>2. The Department of State for Local Government &amp; Lands &amp; Religious Affairs (DOSLGL&amp;RA) working in collaboration with Local Government Institutions and Agencies and private sector partners should by 4<sup>th</sup> Quarter of 2010 commence the full-scale implementation of this project on a national basis</p>
<b>WSIS-CNT-13</b>	<b>Initiative to Promote the Development of Software in Local Languages</b>
<b>WSIS Plan-Action Specific Goals</b>	To develop and nature local capacity for the creation and distribution of software in local languages, as well as content that is relevant to different segments of population, including non-literate, persons with disabilities, disadvantaged and vulnerable groups especially in developing countries and countries with economies in transition.
<b>WSIS Plan Action Deliverables &amp; Targets</b>	<p>1. The Department of State for Information, Communications and Information Technology (DOSCIIT) working in partnership with the Department of State for Trade, Industry and Employment (DOSTIE) and The Gambian Chamber of Commerce and Industry and Local ICT Companies involve in software development, should by 3<sup>rd</sup> Quarter of 2009 put in place mechanisms to initiate the implementation of this initiative</p> <p>2. The Department of State for Information, Communications and Information Technology (DOSCIIT) working in partnership with other Stakeholders should by the 4<sup>th</sup> Quarter of 2009 commission a project implementation document on how to roll-out this initiative</p> <p>3. The Department of State for Information, Communications and Information Technology (DOSCIIT) working in partnership with other Stakeholders should by 2<sup>nd</sup> Quarter of 2010 commence the full implementation this initiative.</p>