

Lead Agency: Save the Children UK **Consortium Members:** Oxfam, Relief International, People in Aid **Budget:** Total: £5,811,124
Countries of operation: Three regions to be selected from the following: West Africa (DRC), East Africa (Ethiopia and Kenya), the Middle East (Jordan), Bangladesh & Pakistan. **Timeframe:** 3 years

Where and how did this project originate?

This project builds on programmes tested during the CBHA pilot and supported by the ECB project, in response to the HERR report's recommendation that the professionalism of the humanitarian sector should be raised through investment in skills and training. These programmes targeted national capacity, avoiding a one-size-fits-all approach to instead provide participants with a tailored and blended learning journey. The value of these programmes was recognised in the 2012 Featherstone report, which recommended further developing the ideas to realise the ambitions of the HERR.

Brief description

With the support of the Department for International Development's Disaster and Emergencies Preparedness Programme, this project combines previously tested, state-of-the-art learning and development programmes for 1165 national humanitarian workers, including 175 fast-track places to prepare humanitarian leaders of the future. This project will build the capacity of those people best placed to assist the vulnerable: national staff of INGOs, NGOs, civil society organisations and government. The project will revise and integrate the Humanitarian Competencies Framework both through the content of the 3 programmes and through a network of approximately 20 coaches per country and a cadre of an additional 50 external coaches.

Why is collaboration fundamental to the success of this project?

Collaboration – both internally and across other organisations - is a key structural element of the project but is also reflected in the contents of the programmes.

What change does this project envision to achieve?

This project will bridge the gap between opportunities for national and international humanitarian workers. Focusing at the regional/national/local level, this project is an innovative 'package offer' that combines and strengthens three existing high-quality programmes. This will ensure local staff have the necessary skills and knowledge to address the needs of the most vulnerable, to dramatically improve their efficiency and increase their impact in their work.

What are the key activities associated with this project?

There are three key activities associated with this project:

1. Entry-level fast-track trainee scheme led by Save the Children UK for 175 participants. This activity will provide on-the-job learning, simulation training, distance learning, and coaching.
2. Mid-level CONTEXT programme led by Oxfam GB for 640 participants. This activity will provide long-term learning and development through face-to-face group-based learning, coaching, individual project work and web-based learning.
3. Leadership for Humanitarians Training programme led by Relief International for 240 participants. This activity will deliver twelve 3month training iterations, including a 5- day workshop and follow-on action planning with coaching.

There is also a cross-cutting strand led by People in Aid which will develop an in-house coaching cohort and a network of locally and regionally-based coaches. It will also develop a methodology to assess behaviour and competence, before and after the learning interventions. People in Aid will also review, revise and promote the Core Humanitarian Competency Framework, in order to develop its use as the 'industry standard'.

How will this project make a difference to people affected by crisis?

Disaster victims are directly affected by the quality of the assistance they receive, where programme performance and outcomes are critically linked to staffing. These learning and development programmes have already proven that capacity-building can produce high-quality professionals at all levels who are better equipped to tackle the issues surrounding complex emergencies: 'helping to ensure that the right people are in the right place doing the right things to assist disaster-affected communities', as stated in the DEPP business case.

