elrha
enhancing learning & research for humanitarian assistance
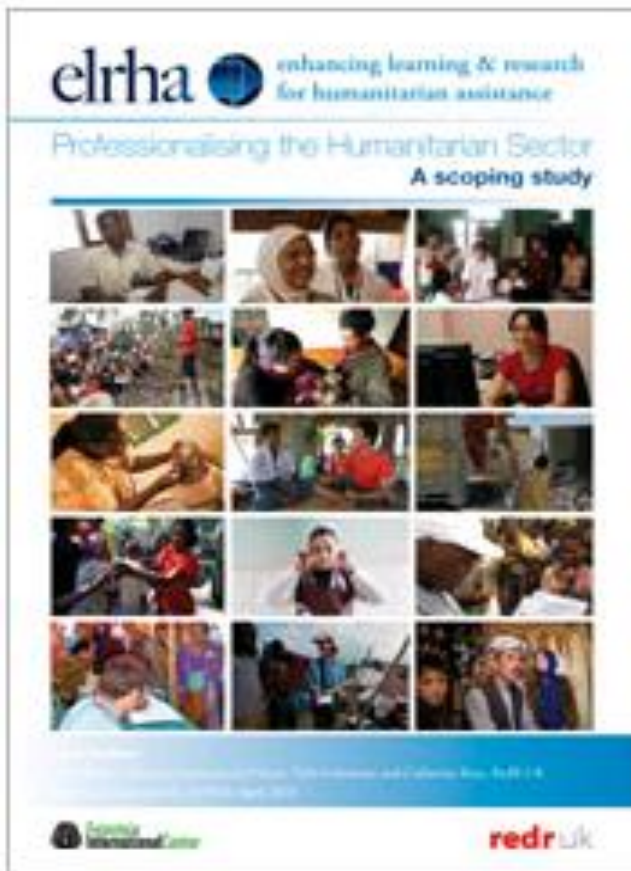
Professionalization Project

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**Higher Education Funding
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**Employment
and Learning**
www.delni.gov.uk

Current Challenges in the humanitarian sector

- Larger/ more frequent emergencies
- Significant populations living in chronic emergency contexts
- High turnover of staff – national and expat
- Difficulties of rapid scale up and emergency response
- High barriers to entry for those new to sector
- Significant failures in response

Scoping study - June 2010

- Consulted with >1500 humanitarian workers
- Focus interviews across the sector
- Consultation with universities and training providers
- > 90 agreement that the sector should professionalise

Gaps to meeting challenges

- Lack of standardised operational/delivery methods – no minimum standards

- Lack of leaders/experienced managers available within the sector

- Lack of partner capacity

- Lack of national staff development opportunities

- Lack of pathways and progression routes into sector

How Sector Responds

- Ad hoc internal training by agencies
- Short courses offered by external providers
- Project capacity building funding to plug gaps
- Training of Trainers – pressure to scale up leading to wrong people selected / no minimum standards
- Inexperienced trainers running programmes
- Duplication of training particularly in emergencies and due to lack of assessment.

Mapping Humanitarian Sector Competencies
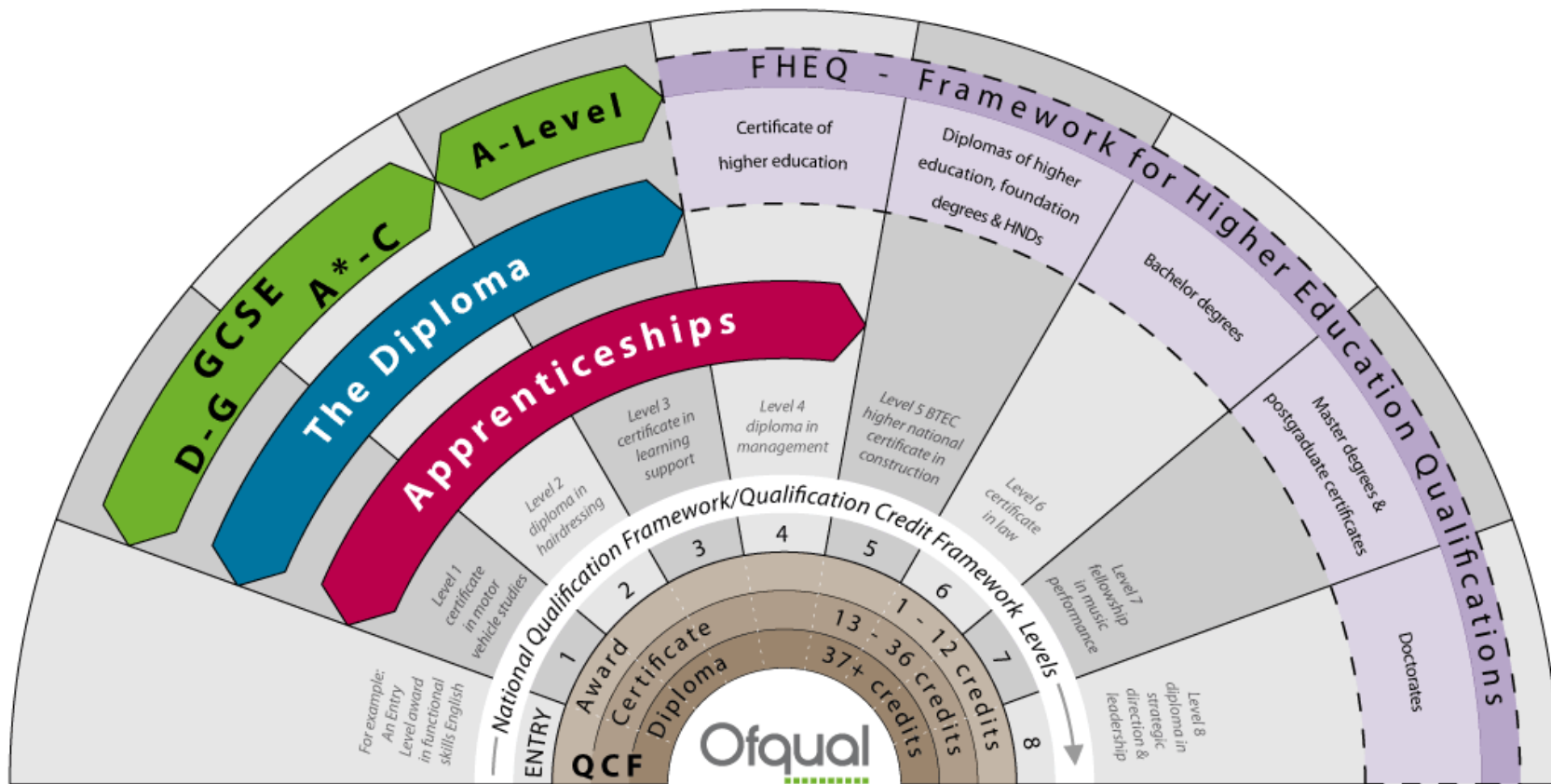
Specialised

Discipline/Profession Specific

Role/Function specific competencies

Core humanitarian competencies

Where we are going

- Creation of a sector wide quality framework for training and professional development

- Supporting and guiding creation of entry and mid-level qualifications

- Creating assessment system to acknowledge prior learning and current competence

- Developing of minimum standards for trainers and vocational training delivery

National Qualification Framework

Quality Frameworks

- To ease establishment of national standards for learning outcomes (competences)

- To relate qualifications to one another

- To promote access to learning, transfer of learning and progression

- To promote quality of education and training provision

- Validate experience and different routes to leaning

Professionalization Working Group

Results

- Established baselines for professional development, career progression and capacity building

- Agreed sector wide competency standards

- Sector wide agreement on taking forward professionalization agenda

- Sector quality framework with career pathways and progression routes

Impact

- Increased professional sector capacity to respond to multiple large emergencies
- Improved quality of programming to increased number of beneficiaries
- Increased accountability to beneficiaries and donors through demonstrable increases in competency
- Increased inter-operability between countries

Find out more

- ELRHA www.elrha.org.uk
- Jess Camburn – Director
- Jess@elrha.org

- Thank you!