



Transformation of Training (ToT) Programme

The humanitarian landscape is complex, and communities can be particularly vulnerable when the sector is faced with multiple crises. When capacity is stretched, local teams need to have the skills and knowledge to make the impact needed to meet humanitarian need.

Created by Save the Children UK, World Vision and Plan International, the Transformation of Training (ToT) programme aims to develop the skills, knowledge and confidence of local teams to design learning and deliver training in a humanitarian context.

We partner with humanitarian responders from across the sector, supporting them in their professional development, enabling them to identify their learning needs or practice their skills, working to their own goals, in the context in which they work.

We offer a tailored learning environment so humanitarians can make the difference needed.

ToT is delivered through online, blended and in-person learning - trained facilitators can then adapt their learning to the context they work in. For example, they can deliver short, bespoke 'unpackaged' modularised versions for country offices at scale.



There are three key pathways within our Transformation of Training programme:



Foundation

This level is about helping trainers develop their skills. The course comprises three-day face to face trainings or virtually over six sessions. Delegates co-facilitate their own training programme which is observed and fed back on supportively. Digital learning is an important element.



Professional

This level supports lead trainers by modelling best practice techniques, enabling participants to improve their skills in designing and delivering training. Delegates learn initially through online modules, followed by a virtual two-day assessment based on completed course work. A group coaching session enables delegates to reflect on progress.



Advanced

This level supports master trainers looking to add a new dimension to their training careers. They will be approved to run the Transformation of Training programmes. They will also take on a coaching role, supporting less experienced trainers.

What our learners have to say



"I just wanted to thank you for the wonderful training and great coaching session that improved my skills and confidence. Now I feel comfortable and confident to facilitate sessions." - **Khairul, Bangladesh**



"I am grateful for the knowledge you have given me through this ToT programme." - **Moses, Uganda**



"The ToT gave me skills and confidence to deliver trainings and transfer knowledge to any audience, ranging from fellow staff to other stakeholders in humanitarian work." - **Hellen, Uganda**

How do I sign up?

Transformation of Training: Foundation Level (Digital Pathway)

Access the course on our e-learning platform Kaya.

Transformation of Training: Foundation Level (Blended Learning)

To register your interest to join the next ToT in your region, please complete and submit an application form available on the ToT course page on Kaya.

For more information, email: tot@savethechildren.org.uk

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