How is humanitarian learning adapting to global changes & sector trends?

18th October 2023
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L&D Inspiration Series

In partnership with

[Logos of ALNAP, disasterready.org, Groupe URANIS, and Primary Care International]
Today’s hosts

Anna Lear
Training Coordinator, Groupe URD

Esther Grieder
Global Communities & Partnerships Lead, HLA
Today’s panel

Dr Mamsallah Faal Omisore
Clinical Director, PCI

Em Lacroix
Senior Partnerships Manager, DisasteRready

Nancy Mureti
Head of Regional Centres, HLA

Juliet Parker
Director, ALNAP
Introduction

Presentations from our panel:

• **Primary Care International**: What are the risks of an overly technological approach?
• **DisasterReady**: Self-directed learning in a world of competing demands
• **HLA**: User-centred learning & innovation to ensure access
• **ALNAP**: Supporting humanitarian leadership & decision-making through learning

Q & A & discussion
How this conversation started

Training Providers Forum (10 organisations)

• Factors to take into account when choosing a learning format

• 6 testimonies from organisations as to how their learning changed (or stayed the same!) during and after the pandemic
Poll -

What’s been the biggest trend affecting learning delivery in your organisation over the past 2 years?

Type your answer in the chat
What’s influencing the way we do humanitarian learning & training?
Whose knowledge is valued in our system?

What terminology should we be using?

Does our approach to learning reflect wider power imbalances in the sector?

How can learning support local/national organisations to achieve their goals?

How can learning support sector transformation?
48% of L&D teams significantly changed their L&D approach to support a hybrid workforce. Less than 10% have made no change.

42% of L&D teams recognise that Digital Learning Fatigue is MORE of a problem. Only 15% say this is less of an issue.

Source: Fosway, Digital Learning Realities research
What are the risks of an overly technological approach?

Mamsallah Faal-Omisore
Primary Care International
Disruption    Innovation?
Diversity of learning models
Flexibility and agility in the product
Iteration and interoperability
Risk considerations

- Relationships
- Communication
- Technology
- Equity
- Evolution
Self-directed learning in a world of competing demands

Em Lacroix
Disasterready.org
DisasterReady.org: Free Online Learning Program for the Humanitarian and Development Sector

- Humanitarian response and development actors
- Arabic, English, French, and Spanish
- Over 1,500 free online learning resources
- 600,000 active learners
- Used across 195 countries
- Working in partnership with many actors of the sector and beyond
How we support learners across recent humanitarian crisis and within wider trends: Micro-learning, Certificate and Certification programs, YouTube videos, multi-lingual content...
Combining my work experience with these courses will allow me to provide the humanitarian support needed with a high level of professionalism.

As a humanitarian with over 5 years of experience, I realised that not just experience but also certification is really important for career growth.

You can't imagine how happy I am to see these types of courses for free. I want to serve Humanity and I am going to start working at an NGO.

As the natural disaster happened in Turkey and Syria, it made me grieve and feel sorry, so I asked myself if such natural disaster takes place in my country, are we ready? How can we respond to it? I decided to go through DisasterReady to expand my knowledge in this field for the sake of being ready to help my people and the whole humanity all around the countries of the world, in the time of need.

I am a citizen of South Sudan. My country has become a war zone after two years of getting her Independence in 2011. Humanitarian workers have become targets and mostly at risk because the working environment is not safe. So far hundreds of humanitarian workers have lost their lives while delivering services in the country. So I found it very important to get trained.
User-centred learning & innovation to ensure access

Nancy Mureti
Humanitarian Leadership Academy
Where is the need?

Learning Needs Analysis (LNA)
CGA for a birds eye view (covers preferred delivery methods)
Design learning strategies based on need
Conduct Training Needs Analysis (TNA) for a specific cohort
Follow up on learning
HOW DO WE DELIVER

Face to Face Delivery even in hard to reach areas (two areas)

Field based and desk based simulation (in relation to context) – websites, real time data collection forms

Blended learning programmes

Adaptive learning depending on rapidly changing contexts

e.g Mozambique

Online simulations

In partnership with government agencies e.g Sudan

Alumni sharing of resources
Pay it forward

Graduates cascade training and provide coaching and mentorship support

Capitalising on partner expertise by convening thinkshops
Curation and translation of response learning hubs case of Sudan, Turkey/Syria, Ukraine, Morocco and Libya
Supporting humanitarian leadership & decision-making through learning

Juliet Parker
ALNAP
Thanks!

Questions & discussion
Learning and Development Inspiration

Brilliantly Blended: Creating engaging long-form learning for humanitarians

📅 Tuesday 31 October
⏰ 14.00 GMT
🔗 Zoom