

**INTER-AGENCY STANDING COMMITTEE WORKING GROUP
55th MEETING**

12-13 November 2003

**IFRC Headquarters, Geneva
Auditorium (Basement)**

IASC TF on Training: Background Note

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Achievements

At the IASC Working Group meeting on 12-13 March 2003, the IASC WG reviewed the progress report of the Task Force on Training and endorsed the 2003 Workplan. The Workplan, it will be recalled focused on three areas listed in priority:

- 1. Linkage and Support to Other IASC WG Subsidiary Bodies for Their Training Initiatives;**
- 2. Emergency Team Leadership/ Management And Team Building;**
- 3. Partnership.**

Following is a summary of achievements and results for each topic.

Linkage and support to other IASC WG Subsidiary Bodies for their Training Initiatives

The Task Force on Training made contact with the Chairpersons of each of the Subsidiary Bodies of the IASC WG and offered quality assurance support for their work as part of the Task Force on Training's effort to enhance the coordination of learning and training. This initiative was welcomed by the Chairpersons and their task forces. To date it has not yet translated into concrete support; however, very preliminary discussions have taken place with the Chairpersons of the Task Forces on the CAP and on HIV/AIDS in Emergency Settings. The Task Force on Training remains ready to provide this support.

Emergency Team Leadership/ Management and Team Building

The Task Force has undertaken a needs assessment on emergency team leadership that has involved interviews with 45 staff members in UNHCR, WFP, IFRC, ICRC, UNICEF and OCHA focusing on the overarching question of what makes an effective emergency team leader. The results have been compiled in the form of a competency profile for emergency team leadership. Further validation of the needs assessment will take place through presentation of the results of the assessment to senior managers in participating organisations and to organise a workshop to develop design parameters for an inter-agency learning programme on emergency team leadership on 26-27 November. The results of the workshop will be consolidated and presented to the IASC WG in March 2004.

Partnership

As this was the third priority in the workplan, and as was anticipated when the workplan was presented in March 2003, no work on Partnership has been undertaken this year.

Opportunities and Constraints

The IASC Task Force on Training was newly constituted this year and there has been a complete turnover in membership thus one of the challenges has been to establish an effective way of working. The Task Force has met regularly during the course of the year and remained in contact through email. As with other task forces there remains the challenge of involving agencies with limited representation in Geneva and simply finding time to dedicate to Task Force Activities.

With respect to the workplan in 2003 and 2004, it is clear that there is considerable potential for the development of an inter-agency emergency team leadership learning programme. The challenge will be to continue the design process and to identify funding to support this initiative.

2004 Workplan

The IASC Task Force on Training proposes to address the following areas in its 2004 workplan:

First Priority: Linkage and support to other IASC WG Subsidiary Bodies for their Training Initiatives

The Task Force reiterates its readiness to provide quality assurance support to the training initiatives to other subsidiary bodies.

Second Priority: Emergency Team Leadership/ Management and Team Building

The Task Force will continue to move this project forward into the design phase building on the results of the needs assessment and the design workshop in late November 2003 with the goal being to have a fully realised design of an Inter-Agency Emergency Team Leadership Learning Programme by the end of the year.

Third Priority: Partnership

As time permits, and subject to the work that emerges out of Priority One, the Task Force will initiate work in this area. The Task Force on Training is proposing that it organize a Best Practice Workshop in the second half of the year that would look at partnership strategies and processes among the IASC membership. The purpose of the workshop would be to review existing practice of IASC on partnership in terms of strategy, models and process, to identify “best practices”, and to examine the extent this learning has been or should be integrated into existing learning and training programmes. Research and a survey among IASC members on partnership practice that would inform the workshop itself and its follow-up would precede the Workshop.

Annex One contains the workplan in a matrix format.

Action required from the IASC-WG

- *Feedback from the IASC-WG on areas of focus.*
- Endorsement of the 2004 workplan of the IASC Task Force on Training.

Annex One

2004 Workplan of the IASC WG Task Force on Training

Area of Focus and Priority:	Action/ Task	Timeframe
<p>First Priority:</p> <p>Linkage and support to other IASC WG Subsidiary Bodies for their Training Initiatives</p> <p>Second Priority:</p> <p>Emergency Team Leadership/ Management and Team Building</p> <p>Third Priority:</p> <p>Partnership</p>	<ul style="list-style-type: none"> • Establish contact with/ seek information on/ reiterate offer quality assurance support on training initiatives of other IASC WG Subsidiary Bodies; • Review results of contacts with other Subsidiary Bodies/ identification of nature/ degree of support • Agree with Subsidiary Bodies on TF on Training on quality assurance support to be provided • Provide Support as requested • Consolidate results of Design Workshop on Emergency Team Leadership held on 26-27 November 2003 • Secure funding and project management support for the development of an inter-agency Emergency Team Leadership Learning Programme • Undertake design of Emergency Team Leadership Learning Programme. • Identify funding support for venue • Design Workshop/ Develop needs assessment questionnaire • Administer needs assessment survey among IASC members • Refinement/ preparation of event/workshop • Workshop • Workshop Follow-up 	<ul style="list-style-type: none"> • March 2003 • April 2003 • April/ May • May-December • January/ February • March- May • July • September • October • November • December • 2004