

ISPRM recommended humanitarian competency framework with online educational resources for PRM disaster responders

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I. Introduction

Dear ISPRM Disaster Response Colleagues:

This framework of 'humanitarian competencies' with recommended online educational courses and documents has been developed and endorsed by the ISPRM Disaster Rehabilitation Committee (DRC) to help prepare you, the ISPRM rehabilitation professional disaster responder, to respond effectively to a natural or manmade disaster in your local area, country, or region. It has been developed by the DRC Education and Training Workgroup after rigorous review of previous related committee efforts as well as global literature and current practice on education and training for humanitarian health responders. Previous draft versions of this online resource were reviewed by the DRC Chairman's Cabinet at a face-to-face meeting at the Global Emergency Medical Team Meeting (Hong Kong, Nov 2016) and via on-line consultation in mid-April 2017. The current attached version also reflects committee feedback from the ISPRM 2017 DRC business session (30 Apr 2017).

Humanitarian competencies are generally defined by the humanitarian community as the knowledge, skills, attitudes required by every humanitarian responder to function effectively in a crisis. Framework competencies include humanitarian ethics and law in disasters, humanitarian architecture and coordination, disaster management, disaster management for disability and rehabilitation, humanitarian health in disasters, personal management, and team leadership. Recommended courses and documents are mainly hosted on the online humanitarian learning community platforms *DisasterReady* (<https://www.disasterready.org/>) and the *Red Cross Red Crescent (IFRC) Learning Platform* (<http://www.ifrc.org/en/get-involved/learning-education-training/learning-platform1/>).

Online content hosted on these eLearning platforms is widely accessible, free of charge, and available in several languages. Competency area content overlaps in some cases, varies in complexity, and is of variable training time length to accommodate learner circumstances including available time for learning, learning style, response context, and the responder role performed - team member versus team leader, for example. Certificates of completion are available for some courses which learners may desire for their professional portfolios. ISPRM, however, does not award credit and does not monitor elective participation. Leaders of National Society teams may wish to establish content curricula and monitor course participation by team members.

To access individual courses on *DisasterReady* or the *IFRC Learning Platform*,

- log in (registration required; for 'Organization (Division)', click on 'Other'),
- enter the desired course title in the 'Search' box in the upper right hand home page screen corner, and

- select the course link to view course details ('training details') including a detailed description and learning objectives and to launch the course.

To print a certificate for courses hosted on *DisasterReady* or the *IFRC Learning Platform* if available,

- go to the "My Learning" section and click on the "Completed" courses tab,
- click on the title of the course, and
- click on the "Print Certificate" option.

DisasterReady offers pre-assembled course packages for earthquake and flood response. From the home screen, select 'Crisis Response Pages' on the BROWSE BY TOPIC menu and then select 'Earthquake Relief' or 'Flood Relief'. Most of these courses are included on the list of ISPRM recommended resources. Learners may also wish to take additional courses hosted on the platforms for their professional and personal development.

We believe that these recommended online educational opportunities will help prepare you, the ISPRM disaster responder, to respond effectively in a disaster. Content will be updated periodically to reflect your needs and evolving global consensus on education and training for humanitarian competencies. Please contact the ISPRM DRC Education & Training Workgroup Coordinator, Dr. Filipinas Ganchoon (fgganchoon168@gmail.com), with your questions, comments, and recommendations.

Kind regards,



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Coordinator
Education & Training Workgroup
Disaster Rehabilitation Committee (DRC), ISPRM



Jorge Laíns
President
ISPRM

II. Humanitarian competency framework

1. Humanitarian ethics and law in disasters
2. Humanitarian architecture and coordination
3. Disaster management
4. Disaster management for disability and rehabilitation
5. Humanitarian health in disasters
6. Personal management
7. Team leadership
8. Cultural awareness

III. Humanitarian competency online educational resources (by competency)

1. Humanitarian ethics and law in disasters

- 1.1. "Humanitarian principles"
- 1.2. "The role of international law in humanitarian assistance"
- 1.3. "IDRL - Introduction to International Disaster Response Laws, Rules and Principles"
- 1.4. "Rights and Responsibilities of Health-Care Personnel Working in Armed Conflict and Other Emergencies"
- 1.5. "Code of Conduct for the International Red Cross and Red Crescent Movement & NGOs in Disaster Relief" ('IFRC Code of Conduct')

2. Humanitarian architecture and coordination

- 2.1. "Humanitarian Coordination"
- 2.2. "Building a Better Response"
- 2.3. "Civil military Coordination"

3. Disaster management

- 3.1. "Humanitarianism, Part 1 - Applying Key Principles"
- 3.2. "Humanitarianism, Part 2 - Applying Key Standards"
- 3.3. "Humanitarian standards in context - Bringing the Sphere Handbook to life"
- 3.4. "Humanitarian Preparedness, Disaster Mitigation, and Risk Reduction"
- 3.5. "Early Recovery and the Transition of Relief to Development"

4. Disaster management for disability and rehabilitation

- 4.1. "Basic Principles of Disability Inclusion in Humanitarian Response"
- 4.2. "Camp Management Toolkit"
- 4.3. "Guidance note on disability and emergency risk management for health"
- 4.4. "Classification and minimum standards for Foreign Medical Teams in sudden onset disasters"
- 4.5. "Minimum technical standards and recommendations for Rehabilitation (for Emergency Medical Teams)"
- 4.6. "Medical Rehabilitation after Natural Disasters: Why, When, and How"
- 4.7. "ISPRM Policy Statement: Response to a sudden-onset natural disaster"

5. Humanitarian health in disasters

- 5.1. "Health in Humanitarian Crises"
- 5.2. "First Aid 103-01"
- 5.3. "Public Health"
- 5.4. "Introduction to Water, Sanitation, and Hygiene (WaSH)"
- 5.5. "Mental Health and Psychosocial Support (MHPSS)"
- 5.6. "Psychological First Aid"

6. Personal management

- 6.1. a. "Core Humanitarian Competencies Framework"
b. "Core Humanitarian Competencies Guide"
- 6.2. "Basic Security in the Field 2.0" (Module 3: Staff Safety, Health and Welfare: *On The Move*)
- 6.3. "Basic Security in the Field 2.0" (Module 4: Staff Safety, Health and Welfare: *Where You Live and Work*)
- 6.4. "Basic Security in the Field 2.0" (Module 5: Staff Safety, Health and Welfare: *Your Health*)
- 6.5. "Basic Security in the Field 2.0" (Module 6: Staff Safety, Health and Welfare: *Your Wellbeing*)
- 6.6. "Basic Security in the Field 2.0" (Module 7: Staff Safety, Health and Welfare: *Your Personal Safety*)
- 6.7. "Thriving in the Midst of Crisis -The Key to Being a Resilient Humanitarian Worker"
- 6.8. "Responding internationally to disasters - A do's and don't's guide for rehabilitation professionals"
- 6.9. "Emergency Preparedness"

7. Team leadership

- 7.1. a. "Core Humanitarian Competencies Framework"
b. "Core Humanitarian Competencies Guide"
- 7.2. "Staff Care for Managers"
- 7.3. "Essential Principles of Staff Care"
- 7.4. "Basic Security in the Field Mod 3: Staff Safety, Health and Welfare: *On The Move*"
- 7.5. "Emergency Needs Assessment"
- 7.6. "Partner Capacity Enhancement in Logistics (PARCEL)"
- 7.7. "Drawing Up a Project Budget"
- 7.8. "IFRC PMER (planning, monitoring, evaluation, reporting) Pocket guide"
- 7.9. "The Good Enough Guide (Impact measurement and accountability in emergencies)"
- 7.10. "Participation Handbook for Humanitarian Field Workers"

8. Cultural awareness

- 8.1. "Working with Different Cultures"

IV. Humanitarian competency online educational resource descriptions

1. Humanitarian ethics and law in disasters

1.1. **Title:** "Humanitarian Principles"

Description: Provides a basic understanding of humanitarian principles and their application in practice as well as how these principles impact the delivery of assistance and affect the security of humanitarian professionals.

Developer: ATHA (Advanced Training Program on Humanitarian Action)

Host/website: Disasterready.org

Format: eCourse (1 module)

Training time: 20 minutes

1.2. **Title:** "The Role of International Law in Humanitarian Assistance"

Description: Provides a basic understanding of the role and frameworks of international law including international humanitarian law, international human rights law, and law related to refugees and internal displaced persons (IDPs) in the context of humanitarian emergencies.

Developer: ATHA (Advanced Training Program on Humanitarian Action)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 30 minutes

1.3. Title: “IDRL - Introduction to International Disaster Response Laws, Rules and Principles”

Description: Introduces international disaster response law (IDRL) by reviewing international laws and norms, including the IDRL Guidelines, in the context of international disaster relief operations.

Developer: IFRC

Host: IFRC Learning Platform

Website: www.ifrc.org/learning-platform

Format: eCourse (1 module)

Training time: 30 minutes

1.4. Title: “Rights and Responsibilities of Health-Care Personnel Working in Armed Conflict and Other Emergencies”

Description: Provides health care workers an in depth explanation of their rights and responsibilities during armed conflicts and other emergencies to prepare them to respond effectively and ensure that they can provide the necessary care to their patients. Relevant course chapters are included on:

- Why protecting health care is important (Ch 1)
- What the law and medical ethics say are the rights and responsibilities of health-care workers (Ch 2-4)
- How to handle patient data responsibly (Ch 5)
- How to handle dying patients and human remains and what are the responsibilities towards the family of the patient (Ch 6)
- What other non-medical aspects are important to consider when providing health care to vulnerable people (Ch 8)
- What to look for when dealing with the media in order to protect the patient's dignity (Ch 9)
- How to deal with personal stress when providing health care to others (Ch 10)

Developer: ICRC (International Committee of the Red Cross)

Host/website: <https://www.disasterready.org/>

Format: eCourse (10 chapters [9 recommended])

Training time: 1 hour 12 minutes

1.5. Title: “IFRC Code of Conduct”

Developer: IFRC (2010)

Host/website: <https://www.disasterready.org/>

A. Description: A professional code for the International Red Cross and Red Crescent Movement and NGOs in disaster relief comprised of ten points of principle to which all humanitarian actors should adhere in disaster response work.

Format: Document

Training time: 3 minutes

B. Description: Explanation of the ‘IFRC Code of Conduct’

Format: Video

Training time: 7 minutes

2. Humanitarian architecture/coordination system

2.1. Title: “Humanitarian Coordination”

Description: Provides a brief history of the development of humanitarian coordination mechanisms and explores the architecture that exists today at headquarters and in-country.

Developer: ATHA (Advanced Training Program on Humanitarian Action)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 40 minutes

2.2. Title: “Building a Better Response”

Description: Introduces the international humanitarian coordination system. Course units are included on the foundations of humanitarian action, international humanitarian architecture, the cluster approach, planning and funding the humanitarian response, and international law and humanitarian standards.

Developer: Humanitarian Academy at Harvard (Harvard Humanitarian Initiative)

Host/website: <https://www.disasterready.org/>

Format: eCourse (5 units)

Training time: 3 hours

2.3. Title: “Civil-military Coordination”

Description: Provides concise guidance and essential information on civil-military coordination for humanitarian relief workers to extend understanding and knowledge of other sectors.

Developer: All in Diary

Host/website: <https://www.disasterready.org/>

Format: eDocument (1 page briefing sheet)

Training time: 3 minutes

3. Disaster management

3.1. Title: “Humanitarianism, Part 1 - Applying Key Principles”

Description: Introduces important aid principles including impartiality, participation, doing no harm, and accountability. Learners apply these principles in realistic scenarios to meet humanitarian challenges in disaster-affected communities.

Developer/host/website: <https://www.disasterready.org/>

Format: eCourse (5 modules)

Training time: 1 hour

3.2. Title: “Humanitarianism, Part 2 - Applying Key Standards” *[Note: first complete Part 1 - Applying Key Principles]*

Description: Introduces important standards for performance in aid work as they relate to coordination, protection, communication/feedback, and the Sphere minimum standards. Learners apply these standards in realistic scenarios to meet humanitarian challenges in disaster-affected communities.

Developer/host/website: <https://www.disasterready.org/>

Format: eCourse (5 modules)

Training time: 1 hour

3.3. Title: “Humanitarian standards in context - Bringing the Sphere Handbook to life”

Description: Depicts the contribution Sphere standards make to improving quality and accountability in humanitarian response.

Developer/website: Sphere (<http://SphereProject.org>)

Host: <https://www.disasterready.org/>

Format: Video

Training time: 20 minutes

3.4. Title: “Humanitarian Preparedness, Disaster Mitigation, and Risk Reduction”

Description: Provides an understanding of disaster risk reduction (DRR) and how it relates to disaster concepts of preparedness, mitigation, and risk management.

Developer: ATHA (Advanced Training Program on Humanitarian Action)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 40 minutes

3.5. Title: “Early Recovery and the Transition of Relief to Development”

Description: Defines 'early recovery' and how it relates to the transition of relief to development in humanitarian crises.

Developer: ATHA (Advanced Training Program on Humanitarian Action)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 30 minutes

4. Disaster management: disability and rehabilitation

4.1. Title: “Basic Principles of Disability Inclusion in Humanitarian Response”

Description: Introduces inclusive humanitarian response and provides an understanding of disability and the needs of people with disabilities in humanitarian contexts. Topics include models of disability, categories of impairments, and challenges faced by people with disabilities.

Developer: ADCAP (Age and Disability Capacity Building Programme)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 30 minutes

4.2. Title: “Camp Management Toolkit”

Description: Provides a comprehensive description of camp management as a cross-cutting humanitarian sector, addressing health care and protection of persons with disabilities. Relevant content includes *Ch 11. Protection of Persons with Specific Needs: sick persons and persons with disabilities* [pp. 352-355] and *Ch 16. Health Care and Health Education*.

Developer: Norwegian Refugee Council (NRC) (2008)

Host/website: <https://www.disasterready.org/>

Format: eDocument (598 page toolkit)

Training time: As desired

4.3. Title: “Guidance note on disability and emergency risk management for health”

Description: Indicates the health-related actions required to ensure that both mainstream and specific supports are available and accessible to people with disabilities in emergencies.

Developer: World Health Organisation (WHO) (2013)

Host [webpage]: WHO [<http://www.who.int/hac/techguidance/preparedness/disability/en/>]

Format: eDocument (guidance note)

Training time: As desired

4.4. Title: “Classification and minimum standards for Foreign Medical Teams in sudden onset disasters”

Description: Introduces classification of and minimum standards for Foreign Medical Teams that provide surgical and trauma care in the aftermath of a large-scale, sudden onset disaster.

Developer: World Health Organisation (WHO) (2013)

Host [webpage]: WHO [<http://www.who.int/csr/resources/publications/ebola/foreign-medical-teams/en/>]

Format: eDocument (standards document)

Training time: As desired

4.5. Title: “Minimum Technical Standards and Recommendations for rehabilitation

Description: Establishes technical standards to strengthen the medical rehabilitation capacity of Emergency Medical Teams (EMTs) in international disasters.

Developer: World Health Organisation (WHO) (2016)

Host [webpage]: [<https://extranet.who.int/emt/content/minimum-technical-standards-and-recommendations-rehabilitation>]

Format: eDocument (standards document)

Training time: As desired

4.6. Title: “Medical Rehabilitation After Natural Disasters: Why, When, and How”

Description: ISPRM DRC discussion paper which develops the topic of medical rehabilitation in the context of natural disasters.

Developer: ISPRM DRC

Host [webpage]: ISPRM [<http://www.isprm.org/collaborate/who-isprm/drc/>]

Format: eDocument (scientific journal article; discussion paper) [<http://www.isprm.org/wp-content/uploads/2012/10/Medical-Rehabilitation-after-natural-disasters-Why-When-and-How.pdf>]

Training time: As desired

4.7. Title: “ISPRM Policy Statement: Response to a sudden-onset natural disaster”

Description: Establishes ISPRM policy on response to a sudden-onset, natural disaster in support of its humanitarian mission.

Developer: ISPRM DRC

Host [webpage]: ISPRM [<http://www.isprm.org/collaborate/who-isprm/drc/>]

Format: eDocument (policy statement) [<http://www.isprm.org/wp-content/uploads/2016/08/ISPRM-Policy-statement-Response-to-a-sudden-onset-natural-disaster-Aug-2016.pdf>]

Training time: As desired

5. Humanitarian health in disasters

5.1. Title: “Health in Humanitarian Crises”

Description: Provides a basic understanding of the key health needs of populations during humanitarian crises, detailing how these needs have evolved due to the changing nature of armed conflicts.

Developer: ATHA (Advanced Training Program on Humanitarian Action)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 30 minutes

5.2. Title: “First Aid 103-01”

Description: Describes first aid actions taken during a medical emergency including initial treatment of bleeding, physical shock, choking, burns, heat exhaustion, and poisoning.

Developer: MarTech

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 1 hour, 10 minutes

5.3. Title: “Public Health”

Description: Provides guidance on applying public health principles and objectives in refugee operations and improving coordination of public health issues between stakeholders:

Chapter 1. Public Health: An introduction to public health

[https://ready.csod.com/content/ready/publications/129/z_ph_2010_u/content/3164/3165/13268211271716522PH_Mod_1_Introduction.pdf]

Chapter 2. Public Health: Nutrition and food security

[https://ready.csod.com/content/ready/publications/129/z_ph_2010_u/content/3172/3174/13268213541716523PH_Mod_2_Nutrition.pdf]

Chapter 3. Public Health: Water supply, basic sanitation and hygiene (WaSH)

[https://ready.csod.com/content/ready/publications/129/z_ph_2010_u/content/3171/3176/13268213671716524PH_Mod_3_WASH.pdf]

Chapter 4. Public Health: Sexual and reproductive health

[https://ready.csod.com/content/ready/publications/129/z_ph_2010_u/content/2004/2012/13268213801716525PH_Mod_4_Reproductive_Health.pdf]

Chapter 6. Public Health: Information management

[https://ready.csod.com/content/ready/publications/129/z_ph_2010_u/content/3170/3180/13268214071716527PH_Mod_6_Information_management.pdf]

Developer: UN High Commissioner on Refugees (UNHCR)

Host/website: <https://www.disasterready.org/>

Format: eDocuments (5 chapters extracted from the course)

Training time: 30 minutes per document

5.4. Title: “Introduction to Water, Sanitation, and Hygiene (WaSH)”

Description: Describes the UNICEF WaSH programme and its significance to child development and survival.

Developer: UNICEF

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 30 minutes

5.5. Title: “Mental Health and Psychosocial Support (MHPSS)”

Description: Provides a basic understanding of key MHPSS concepts and applies this knowledge to a fictional, realistic flooding disaster.

Developer: IFRC Public Health in Emergencies – Understanding Disasters Course

Host [website]: IFRC Learning Platform [<http://www.ifrc.org/en/get-involved/learning-education-training/learning-platform1/>]

Format: eCourse (1 module)

Training time: 1 hour

5.6. Title: ‘Psychological First Aid: Guide for Field Workers’

Description: Relates emerging science and international consensus on how to psychologically support people in the immediate aftermath of extremely stressful events.

Developer: WHO (2013)

Host [webpage]: WHO

[http://www.who.int/mental_health/publications/guide_field_workers/en/]

Format: eDocument (guide)

Training time: As desired

6. Personal management

6.1. a. Title: “Core Humanitarian Competencies Framework”

Description: Depicts a framework of core humanitarian competencies consisting of competency domains with desired outcomes and core behaviors for all staff in humanitarian response including 1st level line managers. Competency domains include understanding humanitarian contexts and applying humanitarian principles, achieving results, developing and maintaining collaborative relationships, operating safely and securely at all times, managing oneself in a pressured and changing environment, and demonstrating leadership in humanitarian response.

Developer: Consortium of British Humanitarian Agencies (CBHA) [2012]
Host [webpage]: ALNAP (Active Learning Network for Accountability and Performance)
[\[http://www.alnap.org/resource/9479\]](http://www.alnap.org/resource/9479)
Format: eDocument (table)
Training time: As desired

b. Title: “Core Humanitarian Competencies Guide: Humanitarian Capacity Building Throughout the Employee Life Cycle”

Description: A "hands-on" resource for using the Core Humanitarian Competencies framework to work with staff. The guide is organized by section based on the phases one goes through as a staff manager in a humanitarian context: planning and preparedness; recruiting and selecting; orientation and setting objectives; managing performance; personal and professional development, and; debriefing.

Developer: The Consortium of British Humanitarian Agencies (CBHA) [2012]
Host [webpage]: ICVA NGO Coordination Resource Center
[\[https://ngocoordination.org/content/core-humanitarian-competencies-guide-humanitarian-capacity-building-throughout-employee-life\]](https://ngocoordination.org/content/core-humanitarian-competencies-guide-humanitarian-capacity-building-throughout-employee-life)
Format: eDocument (guide)
Training time: as desired

6.2. Title: “Basic Security in the Field 2.0” (Module 3: Staff Safety, Health and Welfare: *On The Move*)

Description: Introduces the skills necessary to: (1) comprehend the dangers of ground travel and the precautions one can take to keep safe; (2) discuss the responsibilities of passengers and drivers and recommend driving techniques for different situations; (3) discuss how to deal with military and other armed personnel at checkpoints; (4) comprehend how to detect, avoid, and react to hijacking, explosives, and weapons, and; (5) discuss safety considerations to take when planning a convoy or an evacuation.

Developer: UN (Interagency)
Host/website: <https://www.disasterready.org/>
Format: eCourse (1 module extracted from the course)
Training time: 1 hour

6.3. Title: “Basic Security in the Field 2.0” (Module 4: Staff Safety, Health and Welfare: *Where You Live and Work*)

Description: Provides security information including; (1) guidelines for working in a new cultural environment; (2) how to increase residential security, including selection, location, and additional measures; (3) how to increase office security, including design and additional measures; (4) methods for increasing safety while outside the office, including streets and towns; (5) the reasons why crowds get out of control and methods to deal with these situations, and; (6) camp and settlement security.

Developer: UN (Interagency)
Host/website: <https://www.disasterready.org/>
Format: eCourse (1 module)
Training time: 1 hour

6.4. Title: “Basic Security in the Field 2.0” (Module 5: Staff Safety, Health and Welfare: *Your Health*)

Description: Discusses (1) health threats and precautions; (2) methods for dealing with environmental health threats; (3) key first aid responses; and (4) medical evacuation.

Developer: UN (Interagency)
Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module extracted from the course)

Training time: 1 hour

6.5. Title: “Basic Security in the Field 2.0” (Mod 6: Staff Safety, Health and Welfare: *Your Wellbeing*)

Description: Teaches preventive stress management and coping methods in stressful situations and explains the importance of working as a team.

Developer: UN (Interagency)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module extracted from the course)

Training time: 1 hour

6.6. Title: “Basic Security in the Field 2.0” (Module 7: Staff Safety, Health and Welfare: *Your Personal Safety*)

Description: Instructs personal safety skills including: (1) the importance of security awareness and prevention; (2) personal security techniques; (3) the threat of sexual violence and possible actions to take during and after an attack; (4) options to take during arrest, detention, and hostage-taking situations; (5) options to follow in protests and civil disturbances; and (6) the importance of respecting colleagues and appreciating the host culture.

Developer: UN (Interagency)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module extracted from the course)

Training time: 1 hour

6.7. Title: “Thriving in the Midst of Crisis -The Key to Being a Resilient Humanitarian Worker”

Description: Addresses management of stress and trauma faced by humanitarian aid workers. Key personal skills and strengths of resilient humanitarian workers, ways in which leadership can promote resilience in team members, and how to identify and access resources for enhancing resilience are included.

Developer: Cornerstone On Demand Foundation (CSOD)

Host/website: <https://www.disasterready.org/>

Format: eWebinar

Training time: 1 hour

6.8. Title: “Responding internationally to disasters - A do's and don't's guide for rehabilitation professionals”

Description: Briefs rehabilitation professionals interested in responding to disasters, highlighting key issues to consider prior to departure, while working in the disaster zone, and upon returning home.

Developers: ISCOS, ISPO, ISPRM, WCPT, WFOT

Host [webpage]: ISPRM [<http://www.isprm.org/news/responding-internationally-to-disasters-a-guide-for-professionals/#.WMX2WZXfNVd>]

Format: ePresentation

[<https://www.dropbox.com/s/xl7d9yryez98172/Responding%20Internationally%20to%20Disasters.ppt?dl=0>]

Training time: 30 minutes

6.9. Title: “Emergency Preparedness”

Description: Emphasizes earthquake and home fire emergency preparedness. Checklists, fact sheets and other planning resources are included.

Developer: DisasterReady.org with American Red Cross (Los Angeles Region)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 30 minutes

7. Team leadership

7.1. a. **Title: “Core Humanitarian Competencies Framework”**

Description: Depicts a framework of core humanitarian competencies consisting of competency domains with desired outcomes and core behaviors for all staff in humanitarian response including 1st level line managers. Competency domains include understanding humanitarian contexts and applying humanitarian principles, achieving results, developing and maintaining collaborative relationships, operating safely and securely at all times, managing oneself in a pressured and changing environment, and demonstrating leadership in humanitarian response.

Developer: Consortium of British Humanitarian Agencies (CBHA) [2012]

Host [webpage]: ALNAP (Active Learning Network for Accountability and Performance)

[\[http://www.alnap.org/resource/9479\]](http://www.alnap.org/resource/9479)

Format: eDocument (table)

Training time: As desired

b. **Title: “Core Humanitarian Competencies Guide: Humanitarian Capacity Building Throughout the Employee Life Cycle”**

Description: A "hands-on" resource for using the Core Humanitarian Competencies framework to work with staff. The guide is organized by section based on the phases one goes through as a staff manager in a humanitarian context: planning and preparedness; recruiting and selecting; orientation and setting objectives; managing performance; personal and professional development, and; debriefing.

Developer: The Consortium of British Humanitarian Agencies (CBHA) [2012]

Host [webpage]: ICVA NGO Coordination Resource Center

[\[https://ngocoordination.org/content/core-humanitarian-competencies-guide-humanitarian-capacity-building-throughout-employee-life\]](https://ngocoordination.org/content/core-humanitarian-competencies-guide-humanitarian-capacity-building-throughout-employee-life)

Format: eDocument (guide)

Training time: As desired

7.2. **Title: “Staff Care for Managers”**

Description: Identifies challenges faced by managers in making key decisions to effectively manage humanitarian teams in complex environments in order to maintain team member health and well-being.

Developer: DisasterReady.org

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 1 hour

7.3. **Title: “Essential Principles of Staff Care”**

Description: Outlines the principles and practices that contribute to the resilience and psychological health of humanitarian personnel.

Developer: The KonTerra Group

Host/website: <https://www.disasterready.org/>

Format: eDocument (guide)

Training time: As desired

7.4. Title: “Basic Security in the Field Mod 3: Staff Safety, Health and Welfare: *On The Move*”

Description: Introduces the skills necessary to: (1) comprehend the dangers of ground travel and the precautions that one can take to keep safe; (2) discuss the responsibilities of passengers and drivers and recommend driving techniques for different situations; (3) discuss how to deal with military and other armed personnel at checkpoints; (4) comprehend how to detect, avoid, and react to hijacking, explosives, and weapons, and; (5) discuss safety considerations to take when planning a convoy or an evacuation.

Developer: UN (Interagency)

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module extracted from the course)

Training time: 1 hour

7.5. Title: “Emergency Needs Assessment”

Description: Trains learners how to carry out a multi-sectoral ‘Emergency Needs Assessment’ (ENA) in a disaster situation.

Developer: IFRC

Host [website]: IFRC Learning Platform

[\[http://www.ifrc.org/en/get-involved/learning-education-training/learning-platform1/\]](http://www.ifrc.org/en/get-involved/learning-education-training/learning-platform1/)

Format: eCourse (1 module)

Training time: 1 hour

7.6. Title: “Partner Capacity Enhancement in Logistics (PARCEL)”

Description: Instructs learners on the PARCEL standards for the supply chain process which include procurement, asset management, warehousing, fleet management, and distribution.

Developer: Partner Capacity Enhancement in Logistics (PARCEL)

Host/website: <https://www.disasterready.org/>

Format: eCourse (7 modules)

Training time: 1 hour, 30 minutes

7.7. Title: “Drawing Up a Project Budget”

Description: Instructs on how to develop a project budget: 1) create accurate budget estimates; 2) appropriately allocate funds over time, and; 3) remain in control of the budget.

Developer: Cegos

Host/website: <https://www.disasterready.org/>

Format: eCourse (1 module)

Training time: 30 minutes

7.8. Title: “IFRC PMER (planning, monitoring, evaluation, reporting) Pocket guide”

Description: Summarizes key PMER concepts and practices for results-based management (RBM) of IFRC activities. This pocket guide is developed from the IFRC “Project/programme planning guidance manual” (2010), the IFRC “Project/programme monitoring and evaluation (M&E) guide” (2011), and the IFRC “Framework for Evaluation” (2011). Supporting online training for project/programme planning and for monitoring and evaluation can be accessed on the IFRC Learning Platform. Principles can be applied to similar activities performed by other organizations.

Developer: IFRC (2012)

Host [website]: IFRC Learning Platform [\[http://www.ifrc.org/en/get-involved/learning-education-training/learning-platform1/\]](http://www.ifrc.org/en/get-involved/learning-education-training/learning-platform1/)

Format: eDocument (guide)

Training time: As desired

7.9. Title: “The Good Enough Guide’ (Impact measurement and accountability in emergencies)”

Description: Provides humanitarian field workers guidance to measure program impact in emergency situations. The ‘good enough’ approach emphasizes simple and practical solutions to ensure those affected by a disaster are involved in planning, implementing, and reviewing an agency’s response to an emergency.

Developer: Emergency Capacity Building Project (ECB)

Host/website: <https://www.disasterready.org/>

Format: eDocument (guide)

Training time: As desired

7.10. Title: “Participation Handbook for Humanitarian Field Workers”

Description: Provides humanitarian field workers detailed practical advice on the participation of affected people in humanitarian action. Sections are included on developing a participatory approach and implementing the participatory approach at every stage of the project cycle.

Developer: Groupe URD

Host/website: <https://www.disasterready.org/>

Format: eDocument (guide)

Training time: As desired

8. Cultural awareness

8.1. Title: “Working with Different Cultures”

Description: Provides concise, up-to-date guidance and essential information on working with different cultures.

Developer: All in Diary (2016)

Host/website: <https://www.disasterready.org/>

Format: eDocument (1 page job aid)

Training time: 3 minutes