



Save the Children

Humanitarian Trainee Scheme under Talent Development Project

Improve the quality and speed of the humanitarian response by increasing and strengthening capacity of national people at all level (entry, mid and senior level)

Background:

The Save the Children Humanitarian Trainee Scheme is part of a wider project known as 'Talent Development', which is funded by the UK government's Department for International Development through the START Network. Between 2015 and 2017, the Talent Development project seeks to build the capacity of entry-level, mid-level and senior-level national humanitarian staff as well as coaches in Bangladesh, East Africa and Jordan.

This project is funded by the UK's Department for International Development and run by a consortium of four INGOs (Save the Children UK as lead agency, Oxfam GB, Relief International UK and CHS Alliance UK and Relief International), will deliver three main activities between 2015 and 2017 – an entry-level trainee scheme, mid-level staff training and leadership training – supported by a network of specially-trained locally- or regionally-based coaches.

Project Objectives:

Improve the quality and speed of the humanitarian response by increasing and strengthening capacity of 40 national people at entry level

Specific objective

Improved technical competencies includes skill, knowledge and behavior of the individuals base on six core humanitarian competencies

Result-1: Knowledge: Progress towards improved knowledge and understanding of individuals by sharing best practice of humanitarian preparedness and response

Result-2: Collaboration: One of the unique aspects is its strong focus on an increased number of coalitions, partnerships and networks which work together and are able to address humanitarian needs in a wide range of emergency situations

Result-3: Evidences The Talent Development Project is investing in an unprecedented way towards learning and building a strengthened evidence base for what works to help build humanitarian capacity at scale

Project Duration: June 2015 to October 2017

Implementing Area: Dhaka and outside Dhaka

Direct Beneficiaries: 40 trainees

In direct Beneficiaries: staff of host partner organizations

Funded by: DEPP Programme through START network through Save the Children UK

Target Groups



Major Achievements:

- Talent Development Project , entry level trainee scheme successfully signed off with 40th trainees and 28 partner organizations which includes 60% local organizations particularly local partner organizations of different sector of Save the Children in Bangladesh
- Partnership agreement between Department of Disaster Management under Disaster & Relief Ministry and Save the Children Bangladesh signed off for hosting trainees & nominating trainees from department
- Integration with different tier of training across Talent Development Consortium partners has been started
- Trainees from first cohort including 1 trainee from NGOAB successfully graduated in February 2017 after completion of all three module accredited by Brooks University UK and some of them already started their career with humanitarian organizations
- Facilitator's pool consist of 11 facilitators from Bangladesh was trained to deliver Emergency Foundation Course(EFC) and successfully rolled out the EFC training in Bangladesh to second cohort of trainees
- Facilitators from the Pool selected to join Global Facilitator's team to deliver Advance Field Level Training for Jordan and Bangladesh trainees
- Successfully hosted DEPP board member visit on November 2016 in collaboration with Shifting the Power and CDAC network project
- Talent Development Team successfully represented project outcome & challenges in global conference in kenya hosted by DEPP learning team and Project Manager from Save Bangladesh and MEL Officer from Save UK was selected as "Learning Champion" to deliver session on "localization" and "gender"
- Midterm review of the Talent Development Project successfully completed by external reviewer

Major Challenges:

- 100% retention of trainees due to multidimensional factors
- Absence of require capacity at the local & national level partner organizations to apply core humanitarian competencies was challenging for trainees to learn by doing but opportunity to share learning from the trainee scheme
- Internal and external collaboration across the DEPP projects in country is challenging unless we recognize that power is greatest in collaborative team not work in silos

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Knowledge and skills are important in career path particularly in the humanitarian sector because if I do not hold right attitude, skills and knowledge then I might create more disaster instead of responding to disaster

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Humanitarian Trainee of First Cohort



Lead Organization: Save the Children UK and Implemented by Bangladesh, Jordan and Kenya country office

For more information, please contact shahana.hayat@savethechildren.org