

Global  
**Health Cluster**

Working Group on Training and Roster

18 December 2007

**Meeting summary**

Present:

Erin Kenney (WHO)  
Gaya Gamhewage (WHO)  
Heather Papowitz (OFDA)  
Jim Catampongan (WHO)  
Oleg Bilukha (CDC)  
Rick Brennan (IRC)  
Robin Nandy (UNICEF)  
Tony Laurance (WHO)

IASC meeting

Erin reported back from the IASC meeting which was organized 18 December, an all day discussion covering the future of cluster lead training. The plan was to run eight more training courses in 2008. The decision was made not to continue with this plan as individual clusters were running their own training programmes for cluster coordinators or had plans to do so: Instead OCHA would set up a development network of the top emergency leaders from all clusters to meet and exchange ideas and experiences. This network will meet twice in 2008.

WASH training course

Dr Gaya Gamhewage attended the WASH cluster course in Montreux 11-16 December as an observer and facilitator. The draft discussion paper which she had prepared with her observations on this training and recommendations for developing a tri-cluster course was shared with the working group.

The following points were made in discussion:

- It was agreed that the three cluster training can be built on the WASH training but it will need some refinements and adaptation.
- Gaya estimated that 80% of the training content could be kept and 20% needs to be adapted to more cluster specific topics.
- There were few elements of technical training, the main focus was instead on soft skills (coordination, leadership, how to facilitate meetings, etc), the cluster approach and humanitarian reform
- There is a need to look at the depth of the learning and there is a need for a core group of training experts to review the methodology
- Need to contextualize the training with base studies and group work.
- OCHA material and human resources were used in the training, but not all their inputs were appropriate for the course (e.g. on information management)

- If the core group decides to adapt the material themselves there might still be a need for external facilitation.
- The training covered the most important areas, however, it was difficult to fulfill all the participants' different needs since it was a quite diverse group.
- Since this is a pilot training, it is positive to have a diverse group of participants with different backgrounds.
- For the least experienced candidates it would be a good thing to have a pre-training day to go through basic concepts before the real training starts.

Gaya presented the TWIG (technical working group) concept where training experts from the three clusters and adequate NGO representation, develops learning objectives, draws up the outline for the training and decides the methodology mix.

The WG agreed that it made sense to proceed on this basis subject to the outcome of discussions the following day with the other two clusters. The TWIG would need to be set up as soon as possible. There was also a need to hire a project manager (preferably Toby Gould for the sake of continuity) and external facilitators to deliver the training

#### Assessment of the candidates

The WASH training had hour-long interviews with the participants at the end of each training day to decide on suitability for deployment. The assessment of the short listed candidates for the acute health roster is suggested to take place simultaneously with the training. It was underlined by several participants that the people skills/soft skills are more important than the technical skills in an emergency situation. The WG have to decide on a system to observe the candidates and draft an outline on the qualities we would like to see in the roster candidates. There must be time for face-to-face assessment as well as self assessment by the candidates.

**ACTION:** The Working group agreed to proceed with plans for the tri-cluster training course in March. The location will be decided upon later depending on budget, number of participants and accessibility.

**ACTION:** Gaya will move forward with the TWIG if the other cluster give the idea their support and form a group with participants from the three clusters. Toby Gould is to be considered a candidate for the trainer coordinator/project manager position. The project manager is to identify the individual trainers/facilitators.

**ACTION:** Next meeting will be planned for January.