

Moving beyond trainings: A 'learning path' on Conflict Sensitive Education

CIES 2019 presentation by Noëmi Gerber, War Child Holland

CONTEXT: Conflict sensitive education

- Given the big push for Conflict Sensitive Education (CSE) in the Education in Emergencies (EiE) sector in the last years, War Child Holland has been prioritising the institutionalisation of CSE since 2018, given its mandate to work in conflict-affected contexts.
 - The organisation's education Community of Practice has developed and is implementing a comprehensive plan for CSE institutionalisation, including capacity building on CSE

CONTEXT: Learning within War Child Holland

- At the same time, the organisation has been prioritising the "institutionalisation" of learning within the organisation. This means...
 - Continuously learning (from our programmes, from each other, from others externally...)
 - Continuously transforming based on that learning (transforming ourselves, the way we work, the programmes – for greater impact in our work)
 - Eventually becoming a Learning Hub that supports and promotes the learning of others outside the organisation too

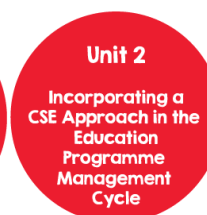


RESULTING APPROACH: New directions for capacity building within War Child Holland

- These two contextual developments have meant that the organisation has started trying to move beyond trainings. Why?
 - From the 70:20:10 model of learning (by McCall, Lombardo & Eichinger), we know that most learning takes place on the job (70%) and from others (20%). Only 10% takes place in formal learning such as trainings.
 - Looking for capacity building solutions with more sustainable impact
 - Looking for self-paced, self-directed solutions where learner is in control
- Resulting approach: Developing 'learning paths': trajectories of learning activities tailored for a certain topic, which build on each other to develop certain skills
- This is what the internal education community of practice began developing for CSE in 2018

THE CSE LEARNING PATH: What is it?

- 3 units that build on each other and each have a unique learning objective (see below)
- Units are composed of series of practical learning activities (e.g. developing an infographic; engaging in a debate; ...)
- Activities are self-paced! Only a few require interaction with a buddy (e.g. the debate; some reflection discussions)
- Heavily uses the INEE CSE Pack



(How) does it complement the INEE (online) training on CSE?

- It's very complementary!
- Trainings often focus on introducing key concepts and giving some opportunity for practice
- This learning path builds on such a foundation by focusing more on practice. The emphasis is on repeatedly applying new knowledge, and thus developing new skills
- It can easily be used after participation in (online) trainings, to further strengthen practical CSE skills

THE WAY FORWARD

- This new capacity building approach and the CSE learning path are both new in War Child Holland!
- The CSE learning path will be tested internally with education advisors in the coming months
- With the strong belief in the sharing of resources such as this learning path, our desire is to make this widely available for anyone in the sector once it has been tested. Watch this space!
- Want to know more? Get in touch with Noëmi at noemi.gerber@warchild.nl

