



L & D Inspiration: How is humanitarian learning adapting to global changes & sector trends?

The global humanitarian workforce increased by 40% between 2013 and 2022,* reflecting the increased number and complexity of crises, and presumably increasing the need and audience for humanitarian training and learning. In this webinar, we heard expert opinions on how we can meet this need in a way that maximises the potential of technology but is not dictated by it, how we continue to ensure that the right people have access to the right knowledge, and what role humanitarian learning has to play in realising the sector's ambitions for localisation.

Our key take-aways:

We talked about the importance of understanding learners' **digital literacy levels, technology habits, and internet access**. We considered the risks associated with technology-driven learning, including the need to maintain **pedagogical rigour** and ensure the **accessibility** of online solutions to different learning styles & capabilities, ensuring both the content & format are contextualised..



We talked about the **social side of learning**, noting that many leaders in the sector seek **advice rather than training**, and are keen to develop a peer group with which to work through problems. We talked about efficient ways to keep leaders up-to-date with changes in a fast-moving sector.



We considered the challenges in ensuring that **individual learning translates to institutional strength** and better humanitarian response. We noted a key role for humanitarian learning in strengthening local and national actors and organisations which carry out the majority of direct humanitarian response work.



We identified **organisational and sector learning culture** as essential for putting learning into practice. We talked about the difficulties in defining learning culture and bringing it into being alongside competing priorities, and the importance of being intentional in planning for and resourcing learning culture, in order to remain relevant & informed.



*SOHS (ALNAP, 2022)

Access resources referenced in the webinar:

- [ALNAP's Learning Links](#): academic resources & teaching tools for humanitarian programmes and courses.
- [ALNAP's State of the Humanitarian Sector Report, 2022](#).
- [Kaya learning platform](#)
- [Disasterready.org learning platform & YouTube channel](#)
- [PCI Academy](#)
- [Choose your learning format infographic \(Training Providers Forum\)](#)

Contact the organisations:

- [ALNAP](#)
- [Disasterready.org](#)
- [Groupe URD](#)
- [Humanitarian Leadership Academy](#)
- [Primary Care International](#)