

Lifelong learning - short non-academic courses

Where can this be accessed?

There are many free and paid-for courses available to the sector - try looking at [Kaya](#) or [Disaster Ready](#) which offer free online learning for humanitarians.

What will I learn?

Courses cover a massive range of practical topics, from technical skills such as Education in Emergencies, Child Protection or Shelter, to functional ones such as Project or Financial Management.

How will it help me progress in the sector?

Humanitarians need to regularly upskill to stay up-to-date with the rapidly changing sector to respond to new kinds of emergencies (climate change, protracted crises), new approaches (cash programming, localisation) and new opportunities and challenges posed by technology. Short courses complement academic study by providing practical insights into work.

How can I demonstrate what I've learnt?

Many organisations now offer HPass badges, enabling you to display evidence of your humanitarian learning and skills on a myHPass profile. You can maintain one profile throughout your career.



Four reasons why humanitarians need to upskill on an ongoing basis

Humanitarian crises

Increasing frequency and changing nature of crises - eg as a result of climate change or protracted conflict.



Developing technologies

New technologies leading to new threats, or to opportunities to deliver humanitarian response in new ways.



New approaches

The emergence of new approaches to delivering humanitarian support, for example cash transfer programming or disaster risk financing.



Updating knowledge

The need to regularly refresh knowledge in key areas such as safeguarding, safety and security, by providing practical insights into the work humanitarians do.



Research has identified these four skills areas which will be essential for any role, as we move into the digital age:

Cognitive

- Planning and ways of working
- Critical thinking
- Communication
- Mental feasibility



Interpersonal

- Mobilising systems
- Developing relationships
- Teamwork effectiveness



Self-leadership

- Self awareness
- Self management
- Entrepreneurship
- Goals achievement



Digital

- Digital fluency and citizenship
- Software use and development
- Understanding digital systems

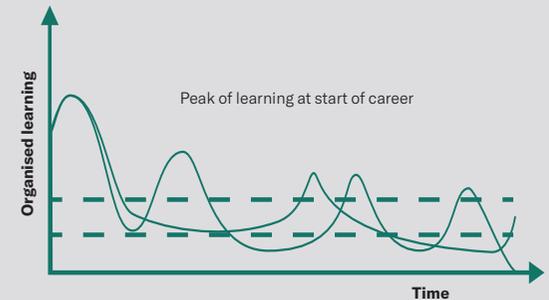


Ref: Gartner, 2022

The new career path: continuous lifelong learning

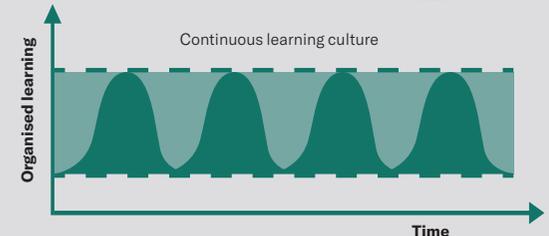
The traditional learning path:

the majority of organised learning takes place at the start of a career with no significant qualifications gained thereafter, with a few later peaks during minimal employment or career changes.



The new career learning path:

learning takes place on an almost continuous basis, with peaks when organisations dramatically change their way of working (for example in response to new tech developments) and the need to learn in order to adapt in between.



Ref: Coursera, 2022