What are competency frameworks, and how can I use them to advance my humanitarian career?

What is a competency framework?

A competency framework is a measurement of the skills, judgment, knowledge and attributes of a particular job or position, to help employees perform a role effectively and recognise qualified candidates for job applications.[1]

Domains

What do we need to achieve? Examples:

✓

To ensure a quality response

Children or youth participation

Equal access for vulnerable groups

Wellbeing of learners

Competencies

What competencies do we need in order to achieve this?

✓

Programme cycle management

Involves children and youth in decision-making during the programme cycle

Design and implement programs to minimise barriers to access, retention and transition through education for vulnerable groups

Implement psychosocial support and social-emotional learning programmes

Indicators

How might we show we have this competency?

✓

Design programmes based on situation analysis and needs assessment

Creates opportunities for children and youth participation in advocacy

Influence policies so vulnerable children and youth positively transition through different levels of education

Explain psychosocial support and social emotional learning programs in promoting student wellbeing

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¹ Definition from indeed.com

How can I demonstrate competencies and use them to enhance my humanitarian career?

1. **NOW: Enhance your performance**
   - Identify a competency framework relevant to your current role in the humanitarian sector. Some organisations have their own frameworks, otherwise you can find a selection of frameworks used by the sector here.
   - Review the competency framework and identify areas of strength and weakness. Set professional development goals which will address your weaknesses and develop your strengths. Remember to set some practical goals which will enable you to demonstrate progress against the indicators, and share them with your manager. You can also set some goals which help you to advance your knowledge.

2. **FOR THE FUTURE: Improve your career prospects**
   - What humanitarian role would you like to do in future? Find a relevant competency framework and use it to identify the skills and behaviours you will need to develop. Create some professional development objectives (as above) and a timeline by which to achieve them.
   - In interviews, demonstrate your awareness of the competency framework and how you have taken action to develop the relevant skills.

3. **ALONG THE WAY: Demonstrate your learning journey**
   - Set up a myHPass profile and use it to gather digital badges as verifiable evidence of your achievements and commitment to professional development.

- **Set up your myHPass profile**
  - Set up a myHPass profile here. Store your digital badges and share your skills, learning and experience. Use the 'Explore' section to find badges you can earn.

Example: Education in Emergencies (EiE) competency framework

Click above to access the full framework

Who developed the framework and why?

Inter-agency Network for Education in Emergencies

The framework was developed by the Inter-agency Network for Education in Emergencies (INEE), an open, global network of UN agencies, NGOs, donors, governments, universities, schools, and affected populations working together to ensure all persons the right to quality education in emergencies and post-crisis recovery. It describes expected standards of performance across a number of competencies that can be applied to different roles. It is intended to inform staff recruitment, learning and professional development, performance management, planning, and organisational design. It is a sector-wide guidance to advance accountability, effectiveness, and predictability of educational preparedness, response and recovery for affected populations.
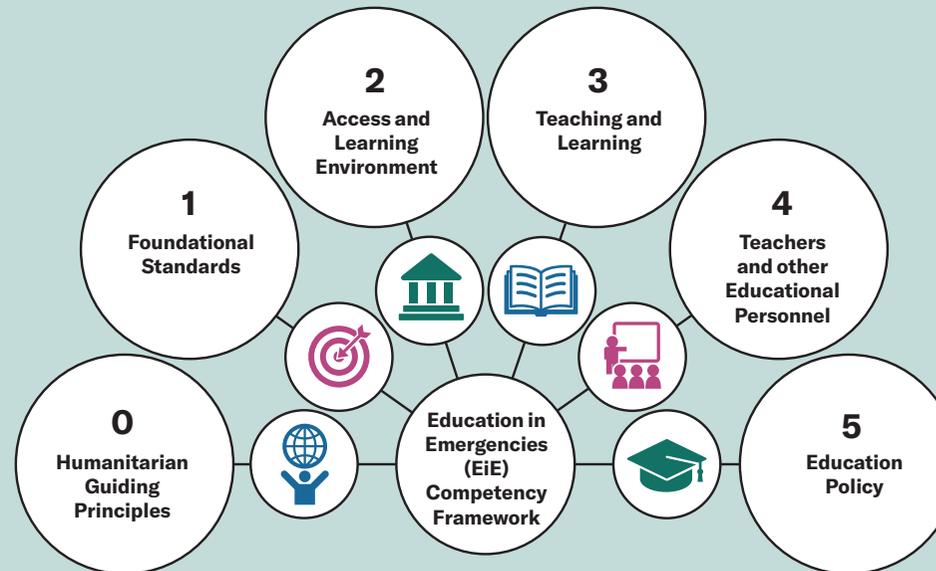
How can I use HPass to demonstrate my Education in Emergencies competencies?

Demonstrate your knowledge of EiE by earning myHPass badges for completion of courses within the EiE Online Pathway. The **pathway** and badges have been designed to correspond to the EiE competency framework. Here are some examples of badges you can earn. They are available in English, French, Arabic and Spanish.

What is included in the EiE competency framework?

The EiE Competency Framework is based around six domains drawn from the INEE Minimum Standards for delivering education in emergencies.

- **1** Foundational Standards
- **2** Access and Learning Environment
- **3** Teaching and Learning
- **4** Teachers and other Educational Personnel
- **0** Humanitarian Guiding Principles
- **Education in Emergencies (EiE) Competency Framework**
- **5** Education Policy

Within each domain, there are competencies at Levels 1, 2 and 3, enabling you to demonstrate your progress and develop to become an expert practitioner (see an example below). Definitions of level 1-3 are on the right.

Some of the competencies relate to your knowledge of the EiE field, but most relate to practical experience of designing and implementing initiatives which are tailored to the needs of the specific context, and the children and other stakeholders involved. At expert level (Level 3) you are competent to lead and train others.

Competency Domains/Topic	Competency	Competency Level 1	Competency Level 2	Competency Level 3
Community Participation				
Community participation	Community members and resources contribute to all stages of project cycle	Explain the importance of and the different types of community mobilisation	Integrate and implement a range of community mobilsation options	Analyse project for mobilisation coherence and intersector synergies

Framework levels:

1. "I am relatively new to the field and implementing EiE programming as part of a team."

2. "I have some experience in the field gained from a few assignments across different EiE contexts. I have experience in using contextual information to adapt and operationalize various EiE programming."

3. "I am an expert in the field. I am creating, designing or adapting EiE programming and am able to lead and train others."

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Where are you on your lifelong learning path? What will you learn next and how will you adapt to the changing world of humanitarian work? We hope you enjoy the journey.
For more information please visit https://hpass.org/ or contact info@hpass.org