Sphere Training

Addis Ababa (Concern Worldwide Country Office, Addis Ababa, Ethiopia)

Dates (From March 26-28, 2024)

Group photo of participants (Credit to Kalkidan Jabir, Senior Communication & Advocacy Officer, Concern Worldwide)

Background: E.g. short descriptions of the organisers, their broad objectives, and the events leading up to this training event.

The organizer of this training is Concern Worldwide Ethiopia with the overall objective of helping the participants to better understand and apply sphere standards in their respective roles and work places. The event that led to organize it is the Sphere ToT Training conducted in Ethiopia in last December 2023 that was jointly organized by the Dutch Relief Alliance Project and the Inter-Agency Accountability Working Group in Ethiopia (IAAWG-E). All three of the training facilitators (Betsegaw Botamo, Ayenew Bekele and Elshaday Surafel) are participants and graduates of the Sphere ToT training conducted in Ethiopia that is mentioned above.

Participation: Number and nature of participants.

The total number of participants were 22 (9F). They were purposely selected from Concern Worldwide country office, field offices and two local partner organizations of Concern Worldwide (Pastoralist Concern and Ethio-Wetlands Natural Resources Association). The participants were selected and represented from Addis Ababa, Amhara (Gondar and South Wollo Offices), Tigray and Somali sub-national Concern Offices.

Goals/learning objectives: E.g. one or two sentences to describe the overall goal, and a few bullet points to cover the key learning objectives.

The main objective of the training was to help the participants better understand the sphere handbook and apply their works. The specific objectives include:

- To help participants understand the foundation, structures and content of the sphere handbook
- To increase the knowledge and understanding of participants on minimum sphere standards in WASH, Food Security and Nutrition, Shelter and settlements and Health sectors
- To help participants to easily navigate through the sphere handbook
- To create understanding to the participants how CHS and sphere and interlinked
- To increase the knowledge and skills of the participants on CHS and sphere so as they will better apply the standards in proposal writing, reporting, and networking, among others.
- To equip the participants with the sphere and CHS standards so that they will contribute more to quality and accountable humanitarian responses.

Agenda: This could be a brief list of sessions, or a detailed discussion of each, including learning objectives, materials/approaches used, and learning outcomes. If appropriate, use photos to add colour to this section.

Lists of sessions	Learning objectives	Materials/approach used	Learning outcomes
Welcome and introduction	- Exchange info with facilitators and participants - Explain what sphere is in terms of ''Learn, Act and Connect''. - Prepare well for each session - Clarify overall training objective	- Brainstorming - Ice-breaking - Quiz - STP slide	- Knowing one another better - General highlight provided on Sphere - Overall training purpose exposed - Expectations of the participants identified

What is sphere: The Handbook?	• Concisely explain sphere's core philosophy • Navigate the Sphere Handbook structure and components as an informed user • Advocate for using all of the Sphere Handbook in guiding humanitarian action • Use the Code of Conduct to guide humanitarian response.	• STP slide • Video • Group exercise	• The awareness and understanding of participants increased about sphere handbook
The Humanitarian Charter	• Explain how the 12 elements of the Humanitarian Charter influence humanitarian response • Use and advocate for the Humanitarian Charter as a guide to better programming and response	• STP slide • Quiz • Group exercise • Print out • Energizer	• Equipped the participants concerning the humanitarian charter so as they will apply it and advocate for it in their organizations and beyond.
Protection Principles	• State the 4 protection principles in your own words • Give clear examples of how these principles are put into practice throughout the HPC • Explain the need for, and be able to refer to, the Professional Standards for Protection Work	• STP slide • Group work • Print out cards and case • Energizer	• Equipped the participants about the protection principles so as they will apply it and advocate for it in their organizations and beyond.
Core Humanitarian Standard (CHS)	• Locate and apply the nine CHS commitments • Identify challenges to humanitarians in meeting the commitments of the CHS and propose ways to overcome them	• STP slide • Video • Group exercise	• The participants understood the nine CHS commitments, challenges of humanitarians in meeting them and proposed ways to overcome them
WASH	• Explain the primary objective and three essential concepts behind WASH programming • Identify the main transmission pathways of infectious pathogens and barriers to break the chains of transmission • Use some of the technical numerical indicators with enhanced confidence and understanding	• STP slide • Brainstorming • Group Exercise	• WASH essential concepts, the main transmission pathways, minimum standards and linking with other sectors were clearly explained to the participants so as they will be able to refer to and apply the

			sphere handbook in their works.
Food Security and Nutrition	• Explain the links between the food and nutrition sector and other response sectors • Visualize and describe one of the most commonly cited indicators – the minimum daily food energy requirement • Use common food and nutrition terms and acronyms correctly • Choose between food response strategies based on contextual factors	• STP slide • Group discussion	• The food security and nutrition concepts, minimum standards, links with other life-saving technical sectors etc. are better clarified to participants • Key messages delivered
Shelter and Settlement	• Apply sphere guidance to improve shelter assistance for immediate emergency programming and for the long term • Visualize some commonly cited Sphere shelter indicators and describe them in "human terms" rather than simply as numbers • Identify strengths and challenges of different shelter programming options in different contexts	• STP slide presentation • Video • Group exercise	• The knowledge and understanding of the participants increased so as they will apply the sphere handbook for shelter and settlement related responses
Health	• Explain the general focus and goals of a humanitarian health response programme • Outline the scope of the Sphere standards for health • Calculate the crude mortality rate and explain its role as an overall indicator • Apply the Health Assessment Checklist as a generalist to highlight possible gaps in assessment data for an example health response	• STP slide • Brainstorming • Group Exercise	• Knowledge and understanding of the participants increased (basic awareness created) regarding how to use the sphere handbook for health sector humanitarian interventions.
Using sphere in practice	• Use the sphere handbook to find appropriate guidance for practical issues in difficult field situations • Distinguish between the field application of the sphere	• Video • Group Exercise • STP slide	• Knowledge and awareness of participants increased how to use sphere handbook in their field works

	standards, and the indicators that can be used to assess them • Identify some of the typical obstacles in meeting sphere standards and indicators and describe strategies for dealing with them		• Common misunderstandings with regards to sphere minimum standards and indicators addressed
Sphere & the programme cycle	• Describe the five phases of the programme cycle • Apply Sphere guidance to support humanitarian response at each phase of the cycle	• STP slide • Group work	• Sphere and the programme cycle described to the participants
Sphere and MEAL	• Describe and advocate for the monitoring, evaluation, accountability, and learning (MEAL) approach • Find and use additional training materials and tools supporting MEAL • Link and use relevant sections of the Sphere Handbook in support of the MEAL approach	• STP slide • Group exercise	• Basic knowledge created for the participants so as they will describe and advocate for MEAL approach and how to use the sphere handbook in support of it.
Sphere, Assessment and Analysis	• Explain the importance and focus of assessment at different phases in a crisis • Cite sphere guidance for assessments in each phase • Convert appropriate Sphere indicators into useful humanitarian assessment questions • Contribute to the design of multi-sector assessments	• STP slide • Group exercise	• The timing, the content as well as the importance of assessments are clarified to participants • Practical sphere tools described
Sphere and PSEAH	• Define sexual exploitation and abuse (SEA), sexual harassment and abuse (SHA), and gender-based violence (GBV)/sexual GBV (SGBV)and actively advocate against it	• STP slide • Explaining additional new issues/words	• Understanding created to the participants how to use sphere for PSEAH related responses and advocacy works
Sphere and the Humanitarian Standards Partnership (HSP)	• Describe the general guidance provided, structure, and application of the eight partner standards • Use the HSP app to quickly navigate the complementary standards	• STP slide • Quiz	• The participants became aware of and exposed to HSP

Evaluation and wrap-up	• Explain the benefits of, and better advocate for, using Sphere • Describe, find, and use tools to help you continue your learning and development in humanitarian life • Review, reflect on, and evaluate this workshop event and what you learned	• STP slide • Group exercise • Individual reflection • Training evaluation survey	• The participants evaluated the three days training • Next steps and action planning by the participants

Summarised participant survey results: Sphere recommends **always** asking participants for feedback. Include the highlights using charts and quotes.

From the 22 participants who completed the training about 18 provided feedback using the online survey evaluation link. In general, the feedback obtained from the participants are very interesting and inspiring for further similar capacity building works moving forward.

Most participants were new for the sphere standards and happy with the content, facilitation and delivery of the training.

Some quotes from the participants:

- The training was very comprehensive
- Informative presentation and group exercise and in general, the training was participatory and engaging
- I like most on this event is scenario based discussion and facilitation in both foundation and technical parts of sphere
- At the end of sessions facilitators display key messages
- Coherency and appropriate flow of the contents
- The way the presentation is prepared (starting from learning objective's and with key messages) is much appreciated

Suggestions from the participants:

- Some participants were dissatisfied by the training room (suggesting for more wider room and if possible outside the office, at hotel)
- Three days is indicated to be too short to cover sphere training

Conclusions: What was the outcome of the event? What are the participants and organisers going to do next with the new knowledge and partnerships that have been formed during this event?

The participants appreciated the content, organization as well as the facilitation of the training and reflected that all their expectations have been met. They expressed their deep interests to further internalize the sphere handbook and the training materials. They promised to orient and train staff upon return to their work places and continue to apply the knowledge and skills obtained during the training in their day-to-day field works at community levels.

Include any **annexes** and **acknowledgements** as needed.

As the training facilitators, we would like to acknowledge **Sphere** for the resources. Similarly, we do appreciate and acknowledge the Dutch Relief Alliance and the inter-agency accountability-working group in Ethiopia (IAAWG-E), for jointly organizing Sphere ToT session in Ethiopia from December 11-15, 2023. This training is one of its many results.

We (facilitators) are grateful to Dr Amha Ermias (listed Sphere Trainer) for dedicating his time to mentor and coach us during the training. He was also the one who conducted the Sphere ToT and we are his recent fruits. Thank you Dr Amha. You are really fostering and empowering us!

Likewise, the Senior Management Team of Concern Worldwide appreciated and acknowledged three of the training facilitators in general, and Ayenew and Elshaday for their dedication to facilitate the sessions.