



Livestock Emergency Guidelines and Standards

Livelihoods-based livestock interventions in disasters

Website: www.livestock-emergency.net

Email: coordinator@livestock-emergency.net

LEGS Training Strategy

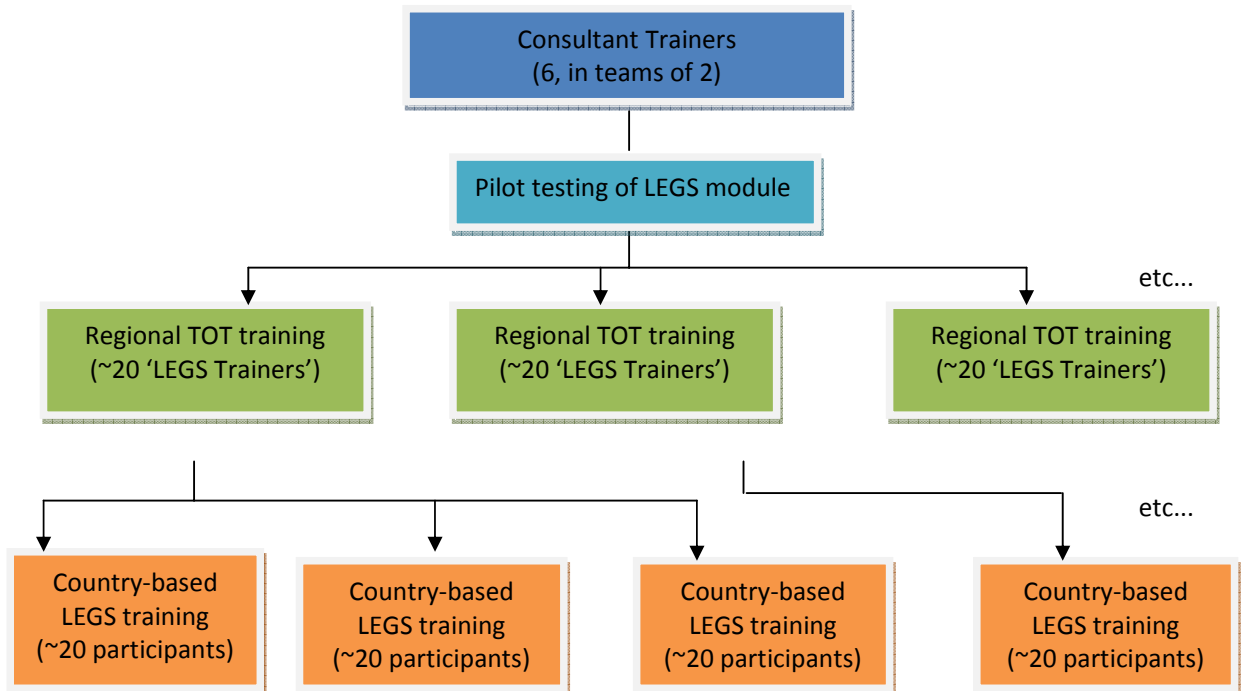
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The LEGS Project is engaged in rolling out a training programme across 12 regions of the world, following the Sphere training model, in order to promote the uptake and implementation of the LEGS standards and guidelines in emergency situations. This Training Strategy sets out the process and mechanisms whereby the training will be delivered and the accreditation process for LEGS Trainers.

LEGS Training: the process

A core team of six LEGS TOT Trainers has been recruited, who will deliver a series of LEGS TOT Trainings in 12 regions of the developing world during 2010 and 2011. The TOT training course will last five days. Each TOT training will result in a cadre of 18-24 LEGS Trainers in each region, who will be equipped with the skills and materials to carry out LEGS Training Courses in their own countries and regions. The LEGS Project takes responsibility for the preparation of the training materials and TOT methodology with the TOT Trainers, and for the running of the TOT Trainings in the 12 regions. Thereafter it is anticipated that LEGS Training Courses will be commissioned by interested organisations, using the LEGS Trainers. This process is summarised in the diagram below:

Figure 1: The LEGS Training Process



This Training Strategy considers the criteria and requirements at each of these three levels in turn.



LEGS TOT Trainers

The *LEGS TOT Trainers* are currently a group of six consultants who have been recruited based on their livestock, emergency and Sphere experience, to develop the LEGS training materials and deliver the 12 regional TOT Trainings. Following the testing of the basic LEGS module through a pilot training course, they will finalise the TOT module and then will deliver the TOT training courses in pairs, combining livestock and Sphere training expertise. Details and background of the LEGS TOT Trainers will be placed on the LEGS website for information. During the current phase of the training programme (2010-2011) it is not anticipated that additional TOT Trainers will be recruited, although this may be considered in the future.

The LEGS training materials will be produced initially in English, with French and Spanish versions in the future, funds permitting. The materials will be updated, based on feedback from the training courses and the field, as the training programme is implemented. In the future, a process for refresher training (at the TOT level, and possibly also at the LEGS training level) will be developed.

The TOT Trainings will be organised in collaboration with a host organisation in the relevant country. Criteria for identifying suitable hosting partners will be developed.

LEGS Trainers

As described above, the TOT Training Courses will result in a cadre of *LEGS Trainers* in each region. The selection criteria for participation in the TOT Training are as follows:

1. Participatory training experience
2. Emergency or livestock experience
3. Commitment to carry out LEGS Training Courses at least twice a year on demand
4. Commitment from employer (where applicable) to release Trainer to carry out LEGS Training Courses for other organisations at least twice a year as required, in addition to any internal trainings that may be carried out [terms of release to be negotiated between the employer and the commissioning organisation]
5. Familiarity with LEGS (experience of applying LEGS in the field desirable)
6. Familiarity with Sphere (desirable)

Applicants will be encouraged from NGOs, government agencies, international agencies and individual consultants, and will be screened by the LEGS Coordinator before acceptance onto the LEGS Training Course. A form for applicants will be designed and a scoring system established to facilitate selection. Gender balance and cultural diversity will be considered in the application process. Where the applicant is employed, a letter from the employer will be required to confirm acceptance of the commitment outlined in point 4 above. Successful applicants will also be required to sign a letter of commitment.

Bursaries to cover the cost of attendance at the TOT Trainings are available, for which successful applicants may apply.

Following the TOT Training, the LEGS Trainers will be given a certificate of attendance, assuming they have attended the course in full. After one year, if they have carried out two training courses as agreed above, and on production of a letter from their clients that the training was satisfactory and on production of positive evaluation results, they will be considered as accredited LEGS Trainers and their details will be added to a list of LEGS Trainers on the LEGS website, so that interested



organisations can commission them to carry out LEGS Trainings in future. The LEGS Project will also promote use of these LEGS Trainers through the website and mailing list.

LEGS Trainers are obliged to notify the LEGS Project when they carry out a LEGS Training, including a summary of the agenda, the participant list and a summary of the training evaluation (a format for this report will be designed). The training resources will include a feedback/evaluation form designed to encourage LEGS Training Participants to send feedback on the training direct to the LEGS Project, so that the quality of the training delivered by the LEGS Trainers can be monitored by LEGS. A summary of this information, including the number of LEGS Trainings carried out by each trainer, and where appropriate, evaluation comments from participants, will be added to the LEGS Trainers list on the website.

A limited access page on the LEGS website may be established to enable accredited LEGS trainers to exchange materials, experiences and new ideas.

LEGS Participants/Trainees

The LEGS Trainers will carry out LEGS Training Courses in their own regions/countries, for *LEGS Participants or Trainees*. These courses will be commissioned and organised either by the LEGS Trainers' own organisations or by others. Participation in the training on a cost-recovery basis will be encouraged where possible (e.g. the costs of attendance may be covered by the employer of the participant). LEGS Trainees will receive a basic curriculum drawn from the LEGS handbook and using participatory methodology to encourage the uptake and implementation of the guidelines and standards. Training materials and handouts will support this process.

As noted above, LEGS Trainees will be encouraged to send evaluative feedback to the LEGS Project on the quality and process of the LEGS Training Course they attend. They will also be supplied with a template (either hard copy or electronic) to record their feedback on their experiences of using and applying LEGS following the training, which can be sent to the LEGS Project.

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