



Nutrition in Emergencies (NiE) Capacity Strengthening (CS) Approach



CAPACITY STRENGTHENING CHALLENGES REMAIN UNANSWERED

How can we ensure that capacity strengthening materials remain up-to-date and accurately reflect the continuously evolving guidance and protocols? 

How can we develop CS tools that reflect local contexts and audiences, while ensuring they are accessible and tailored to the needs of the local nutrition workforce? 

How can we prioritize capacity strengthening activities at the country level? 

THEORY OF CHANGE



IF a holistic approach to NiE Learning & Development (L&D) is made available and accessible to a wider community of NiE practitioners particularly among Local and National Actors (LNAs),








AND innovative tools and collective approaches that sustainably increase NiE knowledge and leverage capacity exchange are used,



THEN a more context-appropriate and locally-led approach to nutrition emergency preparedness and response will prevent the deterioration of the nutritional status of vulnerable population affected by humanitarian crisis.

The GNC and its partners will pool together their expertise and will **commit to**:

-  **DEVELOP** the necessary skills, knowledge, and attitudes expanding the GNC's existing [Capacity Development Framework](#).
-  **SUPPORT** nutrition practitioners with appropriate solutions to identify learning gaps and design country-led NiE capacity strengthening initiatives.
-  **SYNERGISE** with other initiatives, including the GNC Knowledge Management (KM) Approach and the Global Cluster Coordination Section (GCCS) Learning and Development Strategy.
-  Robustly **MONITOR** and **EVALUATE** the impact of capacity strengthening efforts on NiE practitioners to ensure this strategy is effective in enhancing NiE competencies.
-  **SECURE** and systematically **ALLOCATE** necessary resources.



HOW WILL WE GET THERE?

Expanding our current NiE Capacity
Strengthening services is a catalytic investment to...

SUPPORT & EQUIP

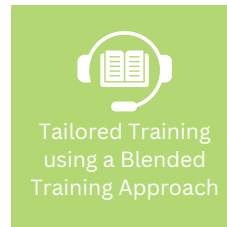
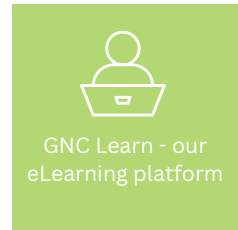
... Nutrition sector/cluster teams and partners with the necessary skills, tools, and know-how to maintain sustainable and locally-tailored CS services.

FOSTER

... enhanced learning through mutual knowledge exchange and capacity transfer, maximising the collective impact for NiE CS.

PROMOTE

... and support locally-led and locally-owned CS approaches to nutrition emergency preparedness and response.



To learn more, please visit [GNC Capacity Strengthening webpage](#).



WHAT WILL WE DO TO GET THERE?



Ensure that **LEARNING PATHWAYS** linked to competency frameworks in [Nutrition Cluster Coordination](#) (NCC), [Information Management](#) (IM), and [Nutrition in Humanitarian Context](#) are developed and endorsed. The NiE learning pathways are relevant, applicable, and utilised; and they are increasingly tailored to diverse audiences and contexts.



Establish **STRATEGIC PARTNERSHIPS** to enhance the co-development, dissemination, and uptake of learning products among various partners and national learning institutions and to facilitate local capacity transfer and the exchange of experiences.



Develop blended, modular, and flexible competency-based **CAPACITY STRENGTHENING SERVICES** that align with the needs-based capacity strengthening strategies of countries.







INNOVATIVE TOOLS such as mobile technology and artificial intelligence (AI) are explored and utilized to diversify learning services, maximise learning outcomes, enhance the features of online platforms, and identify new methods for delivering learning resources.



WHAT DOES SUCCESS LOOK LIKE?

Achieving these outputs will significantly improve the skills, knowledge, and behaviours of NiE practitioners globally so that by 2029:

-  NiE practitioners at all levels globally—especially local and national actors (LNAs),—have access to and use tailored and current L&D services.
-  Country-level NiE practitioners have the capacity to meet local NiE CS needs.
-  A mindset of continuous learning and knowledge sharing is fostered by the GNC among practitioners.
-  Through leveraging the skills and expertise of our partners and building strong collaborations, NiE practitioners at all levels globally—and especially LNAs—benefit from innovative CS initiatives that foster sustainable capacity strengthening and capacity exchange.

The GNC is committed to supporting local, national, and global humanitarian actors through capacity strengthening. To achieve this, we've developed the [GNC Capacity Development Framework](#) — a multi-level capacity development pathway with six main capacity strengthening services.

*The GNC's **NiE Capacity Strengthening Working Group** defines the GNC's strategic approach to NiE capacity strengthening, and supports activities for nutrition practitioners to acquire the knowledge, skills, and behaviours they need to respond effectively to nutrition emergencies.*

To learn more please visit the [NiE Capacity Strengthening Working Group page](#).



GLOSSARY

Capacity development refers to the process of developing and strengthening the abilities, skills, and competencies of **individuals, organizations, and societies** to perform functions, solve problems, and set and achieve objectives.

Capacity strengthening (CS), often used interchangeably with capacity building, emphasizes the reinforcement and enhancement of existing capacities within individuals, organizations, or systems. It is often about bolstering what is already in place rather than creating new capabilities from scratch. CS aims to improve the knowledge, abilities, skills, and behaviors i.e., competencies of individuals and organizations. This can involve training, mentoring, and providing resources that enable people and systems to perform effectively and sustainably.

Capacity exchange refers to a reciprocal process where different organizations or communities trade specific skills, knowledge, and resources. This process often involves a formal or informal agreement where each party offers something valuable in return for something they need. It involves the mutual exchange and utilization of skills, knowledge, resources, and experiences between organizations, communities, or individuals to enhance collective capabilities and achieve common goals. It emphasizes collaboration and the leveraging of existing strengths within local contexts. It emphasizes collaboration and the leveraging of existing strengths within local contexts.

Competencies refer to the combination of knowledge, skills, abilities, and behaviors that enable an individual to perform tasks or roles effectively in a specific context. They include:

- **Knowledge** - What one knows?
- **Skills** - What one can do?
- **Abilities** - The capacity to perform certain tasks.
- **Behaviors** - How one acts in various situations?

For example, a competency in project management includes knowledge of project planning, skills in using project management software, the ability to lead a team, and behaviors like effective communication and problem-solving.

Learning and Development (L&D) refers to the organizational process of enhancing staffs' competencies to improve performance and achieve sectoral goals. It encompasses a range of activities and initiatives designed to foster continuous personal and professional growth within the sector.

Learning is the process by which individuals acquire new knowledge, skills, attitudes, or values/behaviors through study, experience, or teaching. It can occur in various settings, such as formal education, workplace training, or self-directed activities.

A **learning pathway** is a structured and personalized approach to learning and development. It outlines the steps and resources an individual can use to achieve specific goals, acquire new skills, or expand their knowledge. It serves as a roadmap for continuous learning and personal growth.

The term **Nutrition in Emergencies** includes nutrition coordination, information management, and programmatic areas aimed at the prevention and treatment of malnutrition, in alignment with the [UNICEF Core Commitments for Children \(CCC\) in Humanitarian Action](#). These commitments are both overarching and sector-specific. In the context of nutrition, the key commitments include leadership and coordination, the establishment of information systems and nutrition assessments, the prevention of all forms of malnutrition throughout the life cycle, care for children experiencing wasting, strengthening systems for maternal and child nutrition, and fostering community engagement to promote social and behavioral change.

