



TRANSFORM Leadership and Transformation Learning Package on Building and Managing Social Protection Floors in Africa

Training of Trainers

16 October – 27 October 2017 | Lusaka, Zambia

Background

TRANSFORM is an innovative learning package on the administration of national social protection floors in Africa. The prime objective of TRANSFORM is to build critical thinking and capacities of policy makers and practitioners at national and decentralized levels to improve the design, effectiveness and efficiency of social protection systems. TRANSFORM aims not only at imparting state-of-the-art knowledge that is appropriate for the challenges faced by countries in the region, but also to encourage learners to take leadership on the change and transformation of nationally defined social protection systems. Through adult learning facilitation methods TRANSFORM helps participants reflect on their individual and collective impact in future implementation of non-contributory social protection programs. TRANSFORM has been developed by African experts to respond to the specific challenges of building and managing social protection floors in Africa. It is an endeavour promoted by a group of bilateral and multilateral partners in response to a request by the African Union.

Learning contents and approach

The modules currently available are:

- ★ LEG - Legal Framework
- ★ S&I - Selection and Identification
- ★ ADM - Administration

- ★ COO - Coordination
- ★ GOV - Governance
- ★ MIS - Management Information Systems (MIS)
- ★ FIN - Financing and Financial Management
- ★ M&E - Monitoring and Evaluation

TRANSFORM is targeted at practitioners in the field of social protection looking to enrich their knowledge base and embark on a leadership and transformation process.

The package aims at *three different "user groups"*:

- ❖ Political level - political decision making
- ❖ Senior technical - strategic level
- ❖ Mid-/lower technical operational level

The pedagogical approach is based on the principle that ***everyone involved in the training can take leadership for change at different levels of a social protection system, and can contribute to transforming that system.***

TRANSFORM is primarily developed for in-service presential short training. The package is highly customisable, so that it can be tailored to specific situations and needs.

At this stage the learning package is available in ***three different modalities***:

- ❖ Full introductory package
- ❖ In-depth package
- ❖ Online learning (from Dec. 2017)

The initiative aims at constant joint development and updating of the material with officials from the region, recognizing the importance of growing regional expertise. The modules include short video testimonials from regional practitioners and social protection experts.

Training of Trainers (ToT)

The major aim of this training course is to train African regional trainers who have the competences and the motivation to contribute to the further development of the TRANSFORM Social Protection Learning Package and its delivery in the African region. It is envisaged that the trainers will form part of a TRANSFORM community, bringing delivery to countries in the region on national and regional level and at the same time be part of developing TRANSFORM further. Participants will be granted accreditation.

Why participating?

- ✧ Gaining a full understanding of the development of TRANSFORM this far
- ✧ Becoming familiarized with the Leadership and Transformational principles in the curriculum
- ✧ Understand the principles of activity-based learning
- ✧ Start accreditation process to facilitate the TRANSFORM 5-day Introduction to Social Protection

- ✧ Collaborating as a learning community on the development of training activities for future modules of TRANSFORM into detailed curricula
- ✧ Collaborating as a learning community on the future prospects for TRANSFORM in Africa

Within this ToT participants have the chance to participate in the further development and expand their competences as a trainer in the field of Social Protection, with the opportunity of an in-depth focus on:

- ★ Legal Framework
- ★ Selection and Identification
- ★ Administration
- ★ Coordination
- ★ Governance
- ★ Management Information Systems (MIS)
- ★ Financing and Financial Management
- ★ Monitoring and Evaluation

Logistics

The TOT will last 10 days. The selected candidates will be sponsored to participate in the learning event in Zambia, 16-27 October 2017. The organization will cover all travel to and from as well as living expenses for the duration of the event. However, participants have to arrange for their own travel insurance and health insurance.

Who can apply?

In line with the strategic development of the TRANSFORM curricula we are looking for dedicated individuals active in Government, Academia, Private Sector or Civil Society who have:

- The competence to understand and facilitate experiential group learning processes
- The competence to deliver adult learning trainings
- The competence to co-operate successfully in teams
- The competence to communicate meaningfully with others
- Intercultural competence
- More than five years practical knowledge of administration and management of social protection systems in the African region

How to apply?

Please complete attached application form and send it, *together with an updated CV* to: transform_socialprotection@ilo.org by **17th September 2017**.