ReDSS Regional Capacity Development Strategy (2021 – 2023)

This ReDSS capacity development strategy has been developed to guide the secretariat's collective engagement to strengthen capacity, collective monitoring and learning on durable solutions and leverage members' expertise. It describes the tools and approaches that ReDSS is applying to support capacity development at regional and country level as well as the critical success factors and indicators to measure progress. The strategy is based on ReDSS 2021 planning and intervention logic (see end of document) and click on the link to view our [ReDSS 2021 learning calendar](#).

ReDSS Capacity development tools and approaches				
	Durable solutions induction session	**Durable solutions mainstreaming workshop**	**Durable solutions trainings**	**Learning events**	**Bilateral engagement and technical support**

Description of approach *Description of the tool (including the objectives)*	Introduction to durable solutions to focus on the 'What' – key definitions, principles and concepts
	
	Topics covered
	● Defining durable solutions
	● Defining Displacement Affected Community approaches
	● Legal foundations of durable solutions
	● Links between durable solutions and protection; self-reliance and resilience
		Introduction to solutions mainstreaming to focus on the 'How' to mainstream solutions lens in 'non-solutions focused' programs.
		
		Topics Covered
		● Definition and examples of mainstreaming
		● Applying the ReDSS programme principles
		● Mainstreaming throughout the programme cycle
		● Introduction to solutions mainstreaming toolbox
			More in-depth training based on selected modules with a focus on strengthening technical skills in terms of process and content. Usually included in project proposals and workplans.
			
			Types of trainings
			● Basic durable solutions training
			● Area based approaches training
			● Training of Trainers for authorities (Somalia)
			● Thematic trainings
			  ○ Durable solutions, self-reliance and resilience
			  ○ Durable solutions and protection
			  ○ Durable solutions and Housing Land and Property
				Learning workshops to bring together policy makers, practitioners, academia etc. to debate and learn key solutions topics in the region based on existing evidence and practice.
				
				Themes covered
				● Solutions framework and measuring progress
				● Poverty reduction and graduation approaches
				● Displacement financing
					One to one engagement and technical support and guidance to ReDSS members and partners on durable solutions processes
					
					Technical support
					● Supporting solutions-oriented proposal development
					● Supporting member specific durable solutions strategy development
					● Supporting programme adaptation based on assessments and evaluations

Objectives *Describe the specific objective and value add of the approach*	● To strengthen knowledge and understanding of ReDSS members and partners to durable solutions, it's key features, concepts and legal foundations	● To introduce participants to how to include solutions work in their programming ● To facilitate peer to peer learning and cross learning on durable solutions	● To foster a common understanding on how to address long term solutions-oriented and inclusive area-based programme/planning	● To create continued trusted space to bring together practitioners to share and debate emerging learning, evidence and best practices on durable solutions	● To support tailored knowledge and skills transfer on durable solutions within member/ partners strategic planning processes

	- To start dialogue on what durable solutions means in the context and be introduced to the core solutions principles - To introduce new members/staff to ReDSS, our ways of working and values and how to engage and get information	- mainstreaming and integrated programming - Presenting practical tools to operationalize key concepts in programmes and showcasing examples of specific promising practice. - To share a simple toolbox of 'how to' resources on durable solutions	- To increase knowledge on how to strengthen multistakeholder and multi-sectorial partnerships and coordination on solutions including contribution to the poverty agenda and SDGs. - Leverage and create strategic opportunities for cross-country training between national and local authorities and practitioners.	- programmes and policy in the region - To discuss common approaches/ development of collective tools to measure durable solutions programming progress and impact - To creating space for discussions on topics that might be too sensitive for individual members at country or regional levels	- To provide tailored support to members/partners on donor engagement on durable solutions including technical support on proposal writing - To strengthen one to one engagement and relationship building among members to encourage coordination and dialogue on lessons learned etc.
Modality/ approach ([link to ReDSS 2021 learning calendar](#))	1.5-hour sessions (online or physical) led by ReDSS regional/country capacity development focal point - DS mainstreaming workshop always conducted within 2 weeks of DS induction session.	2-3hour sessions (online or physical) led by ReDSS regional/country capacity development focal points - Members and partners share programme lessons learnt and useful resources/ tools	- In-depth training based on ReDSS developed curriculum and contextualised per region/ country - Can be contextualised to full 2 days trainings or 1day/ 1.5 day online or physical trainings - See checklist	- Online or physical facilitated learning sessions in partnership with technical experts, to lead thematic discussions - Learning events may be organised on a single thematic focus or a number of themes including as uptake workshops following a research piece.	- Formal or informal engagement with members and partners upon requests - Not only one-way mentorship but two-way including programme knowledge/ skills transfer to ReDSS Secretariat as well as facilitated one to one engagement among members
Key stakeholders *Key stakeholders that will be engaged*	***Practitioners and policy makers*** - ReDSS members/ ReDSS+ - Durable solutions consortia operational partners - UN agencies - Development actors including WBG - Local and national authorities - Durable Solutions donors - CSOs/Community led organisations - Researchers and academia, and private sector actors	***Focus on practitioners*** - ReDSS members/ ReDSS+ - Durable solutions consortia operational partners - Community led organisations	***Practitioners and policy makers*** - ReDSS members/ ReDSS+ - Durable solutions consortia operational partners - UN agencies - Development actors including WBG - Local and national authorities - Durable Solutions donors - CSOs/Community led organisations - Researchers and academia, and private sector actors	***Practitioners and policy makers*** - ReDSS members/ ReDSS+ - Durable solutions consortia operational partners - UN agencies - Development actors including WBG - Local and national authorities - Durable Solutions donors - CSOs/Community led organisations - Researchers and academia, and private sector actors	***Focus on ReDSS+ members*** - ReDSS members/ ReDSS+ - Durable solutions consortia where ReDSS is learning partner External partners - Donors - UN agencies - IGAD

Critical success factors	• **Providing the space and platform for learning and reflection:** ReDSS is playing an essential role in creating a space for learning and exchanges bringing governments, humanitarian, development and policy makers together to support a common understanding and vision on durable solutions processes
	• **Investing in local capacities and long-term engagement of local actors including community led organisations** not through one of training but by investing in long-term coaching and mentorship learning processes while being able to demonstrate learning impact translated into comprehensive programing and policies
	• **Adaptive learning at the centre** through embedding adaptive working approaches so that ReDSS capacity development activities are designed assuming change is inevitable and regularly collectively reviewed and updated
	• **Strategic engagement with national and local authorities to** strengthen their capacity, knowledge and expertise on durable solutions processes for displacement affected communities, so as authorities will have the capacity to provide adequate leadership and coordination role.
	• **Capitalising on ReDSS regional and national membership** to support cross country programme learning – value add of a regional platform
	• **Leverage members capacities and expertise** in priority thematic areas as well as developing different levels of training/learning on durable solutions at all levels of members' engagement
	• **Translating evidence and learning into practical relevance** through translating research findings and recommendations to programme guidance (solutions mainstreaming - tools, good practice, checklists etc.)
	• **Increasing use of ReDSS' monitoring and evaluation** of our capacity development activities to foster greater mutual accountability for collective learning.
ReDSS Capacity Development Pillar Intervention logic	
Overall objective	**To strengthen capacity, collective monitoring and learning on durable solutions and leverage members' expertise**
Outcomes	**Outcome 1:** Strengthen ReDSS members and partners' capacity on durable solutions programming and policy processes
	Outcome 2: Enable collective monitoring and learning on durable solutions programming
Key outputs	**Output 1.1** Conduct trainings to strengthen the capacity of practitioners and policy makers
	Output 1.2 Leverage members' expertise to support peer learning and mentorship between stakeholders
	Output 2.1 Support members and partners to develop collective tools to measure durable solutions programming progress and impact
	Output 2.2 Support cross learning on durable solutions mainstreaming and integrated programming between countries, contexts and stakeholders
Key indicators	# of organisations engaged in capacity development processes (learning events, trainings, induction sessions)
	# of persons stating that they have increase in knowledge/capacity after attending ReDSS trainings and workshops
	# trainings conducted
	# participants (male/female) attending trainings
	# of ReDSS members taking lead on capacity development activities
	# of stakeholders reporting having received support from ReDSS members"
	# of organisations stating they have increased monitoring and learning on durable solutions
	# of tools jointly developed / updated to measure durable solutions programming activities and impact
	# of peer learning programming workshops