

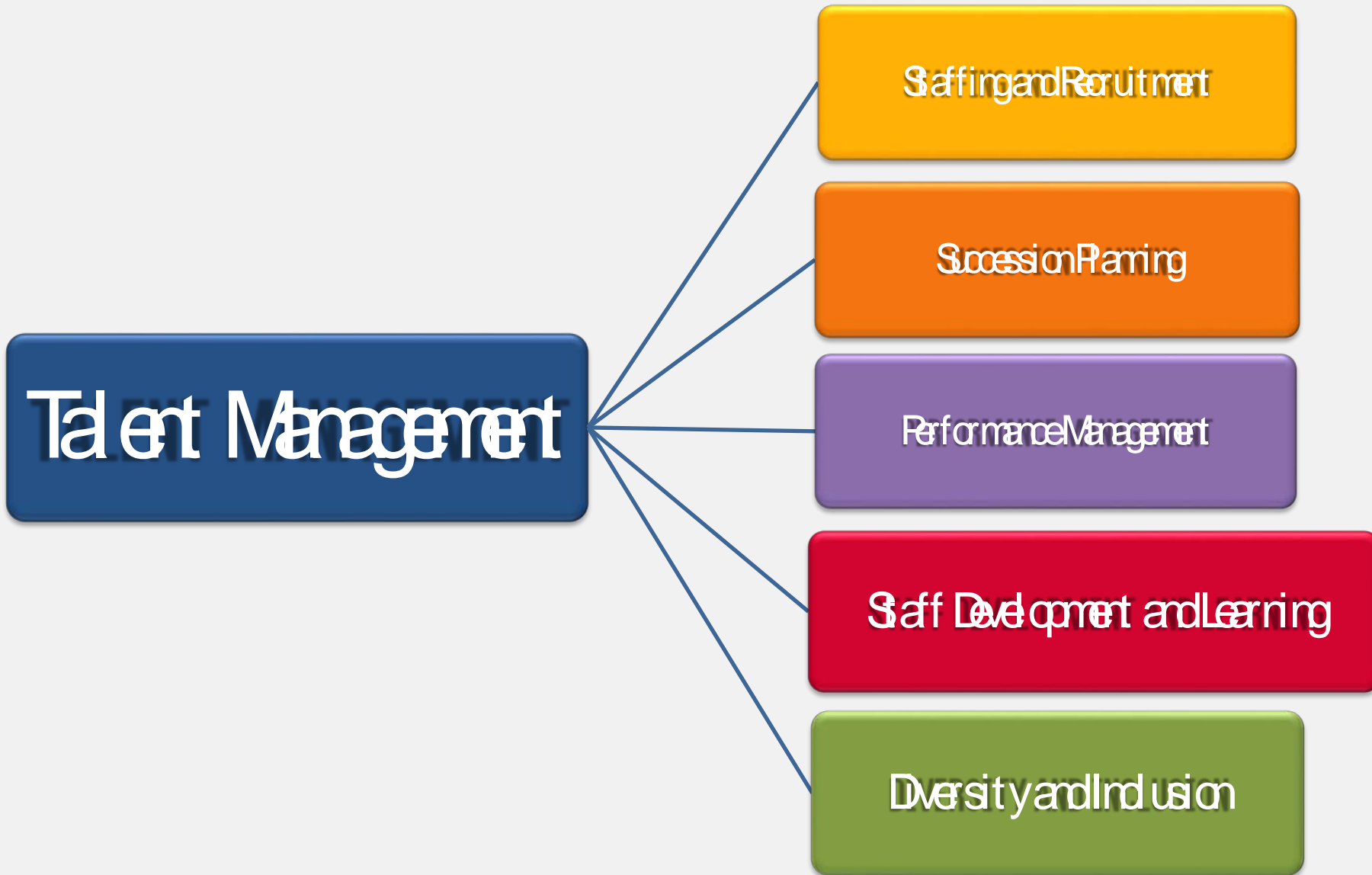


STAFF DEVELOPMENT and LEARNING



DYANE EPSTEIN, HEAD OF TALENT MANAGEMENT







BUDGET: 2012 - 2017

Year	IOM Workforce	SDL Budget
2012	8353	\$765,000
2013	8464	\$868,000
2014	9063	\$868,000
2015	9282	\$1,318,000
2016	9892	\$1,328,778
2017		\$1,600,000





Governing structure:

- Training Advisory Committee (TAC)

Members:

- Office of Director General
- Department Directors
- 2 Regional Directors and 1 RRMO (*nominated*)
- Staff Association Committee (SAC)
- Secretariat: HRM/Talent Management

Main function: Provide **overall guidance** on Staff Development and Learning initiatives (**prioritization, integration** with other organizational processes, **budget** approval)





Needs assessment Bottom-up approach Prioritization



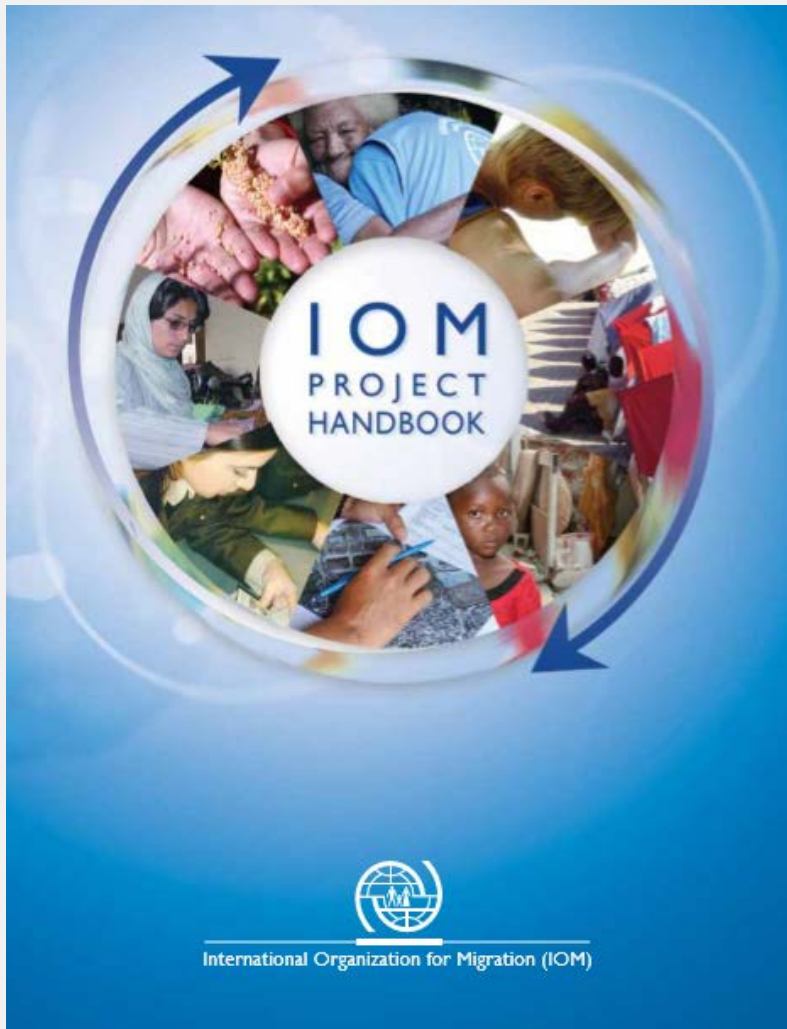
Staff exchange: 80 staff benefited

Emergency Response Induction Training (ERIT): 76 staff benefited

“Excellent initiative that improves staff knowledge and performance, and makes the staff more committed [to] the organization.”

“After four years in [x country]...it was a great refreshment for me to work closely with a colleague from [another] Mission and to understand different ways of addressing the same challenges we encounter.”





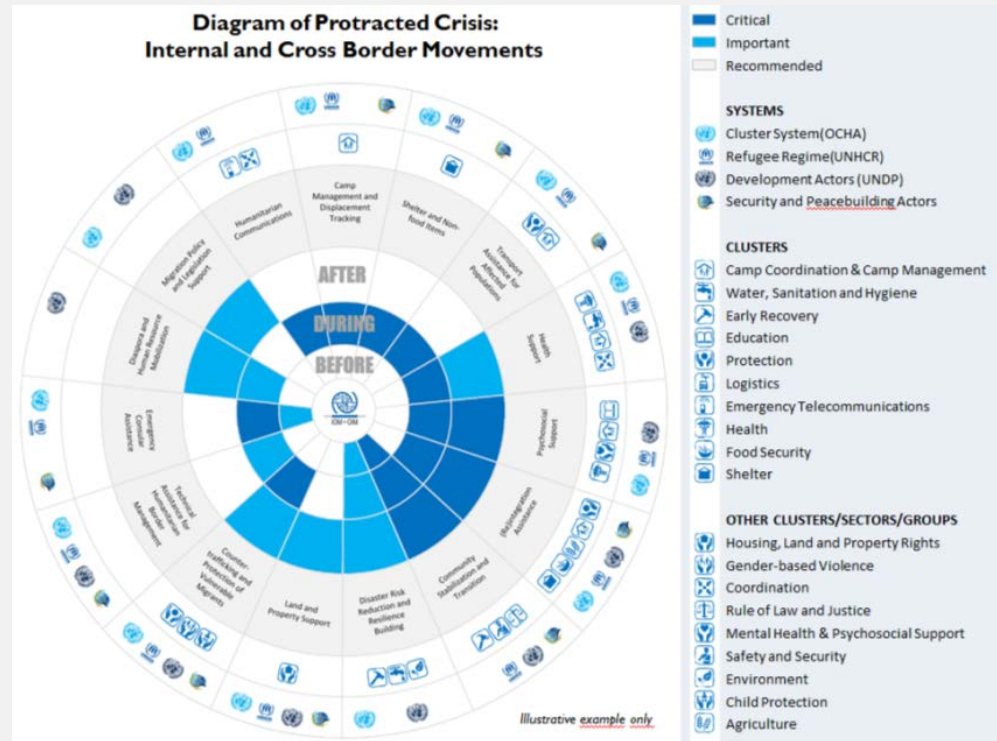
UPDATED: Project Development and Implementation Handbook

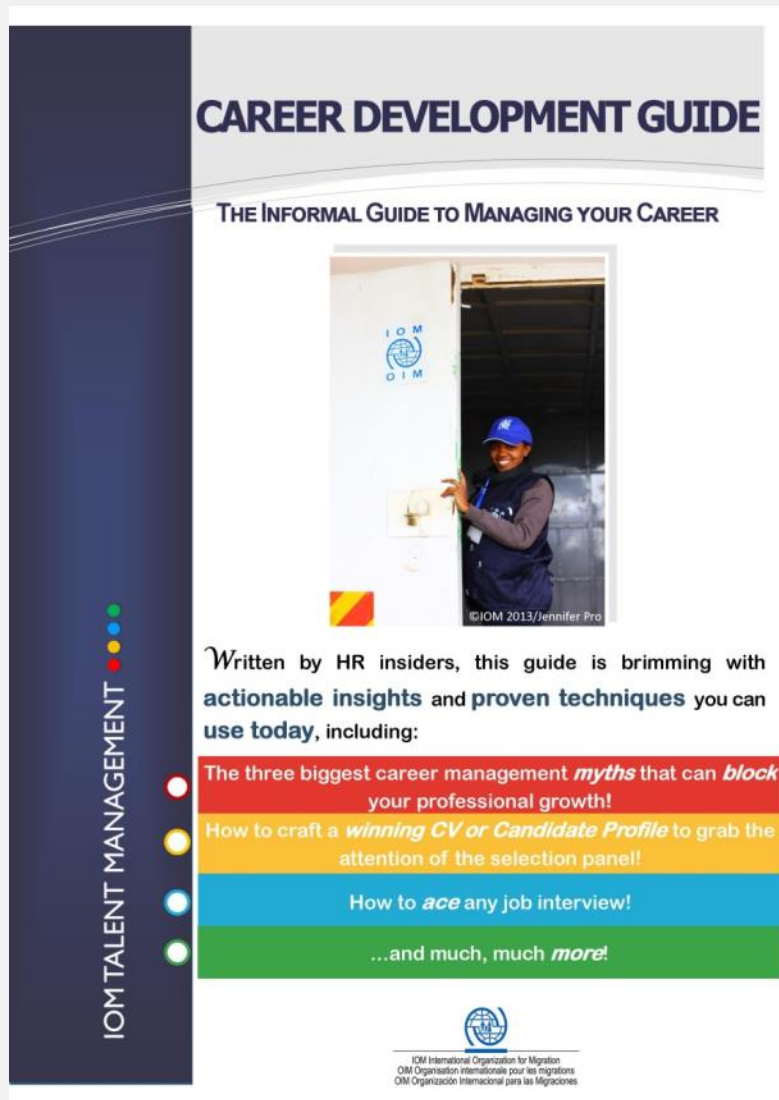
- Project Development (3 –day training)
- Project Management (4-day training)
- Online foundation course (5 modules)

Online Learning

- Project Development and Implementation (PDI)
- Migration Crisis Operational Framework (MCOF)
- Code of Conduct
- Joint agency collaboration
- Behavioural and interpersonal skills

MCOF - MIGRATION CRISIS OPERATIONAL FRAMEWORK





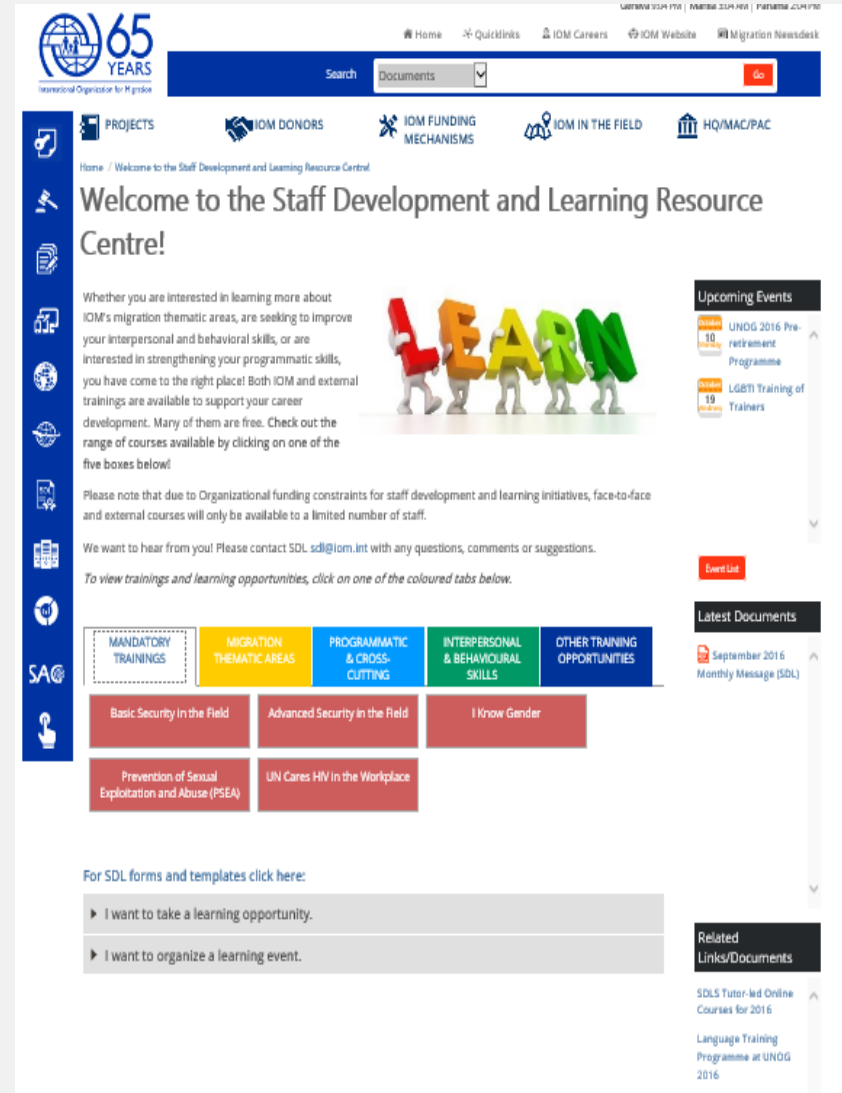
Career Development Guide

- Career Management in IOM
- CV writing
- Interviewing skills
- English, French and Spanish

“Very nice and spot on, both in terms of practical tips but also being clear that the onus is not only on the managers, but the staff member too!”

Increased Information and Communication

- Monthly messages
- Online courses
- Intranet
- Leveraging external opportunities (interagency)



The screenshot shows the IOM Staff Development and Learning Resource Centre website. The header includes the IOM logo, navigation links (Home, Quicklinks, IOM Careers, IOM Website, Migration Newsletter), and a search bar. The main content area features a welcome message, a central graphic with the word 'LEARN' in large letters, and a list of training opportunities categorized by color-coded tabs: Mandatory Trainings, Migration Thematic Areas, Programmatic & Cross-Cutting, Interpersonal & Behavioural Skills, and Other Training Opportunities. Specific training topics listed include 'Basic Security in the Field', 'Advanced Security in the Field', 'I Know Gender', 'Prevention of Sexual Exploitation and Abuse (PSEA)', and 'UN Cares HIV in the Workplace'. A sidebar on the right contains sections for 'Upcoming Events' (including UNOG 2016 Pre-retirement Programme and LGBTI Training of Trainers), 'Latest Documents' (September 2016 Monthly Message), and 'Related Links/Documents' (SDLS Tutor-led Online Courses for 2016 and Language Training Programme at UNOG 2016).





1st comprehensive research within IOM

Findings

- IOM is a diverse organization
- Gender (P4+ and higher levels)
- Geographical diversity (P4+ level)

Recommendations

- Diversity and Inclusion Officer
- Leadership development
- National staff capacity
- Mentoring programme



Leadership and development





IOM Induction Programme

- 100 Day Discovery Path
 - Welcome to IOM Guidebook
 - Online Platform
 - E-learning
 - IOM Buddy



QA

thank you!