Training of humanitarian staff has traditionally relied solely on face-to-face instruction. For staff working in gender-based violence (GBV) response, this instruction includes role-playing, direct observation and coaching. However, in recent years, humanitarian programming has adjusted to meet the needs of urban or roving displaced populations. In line with that trend, GBV case work staff have shifted routine care from static to include roving locations. Increasing the need for remote capacity building. As a result, traditional approaches to training are often not adequate or feasible.

To accommodate frontline staff working in gender-based violence response in static or mobile teams, creative solutions are required to meet the needs of GBV staff in complex settings. IRC is offering an innovative approach to capacity building through the development of an interactive, blended curriculum that can be utilized in remote, low-connectivity settings as well as in face-to-face instruction hosted on the GBV Responder’s Website and in the Remote-Offered Skill Building Application (Rosa) – both designed to utilize technology and keep the content, community and continual skill assessment ongoing for staff working in and outside of traditional offices.

The curriculum provides key content on gender-based violence knowledge, case management, communication and attitude skills; offers self or supervisor-administered skills assessments; and a community space for users to expand their learning through facilitated remote discussions and distance supervision.